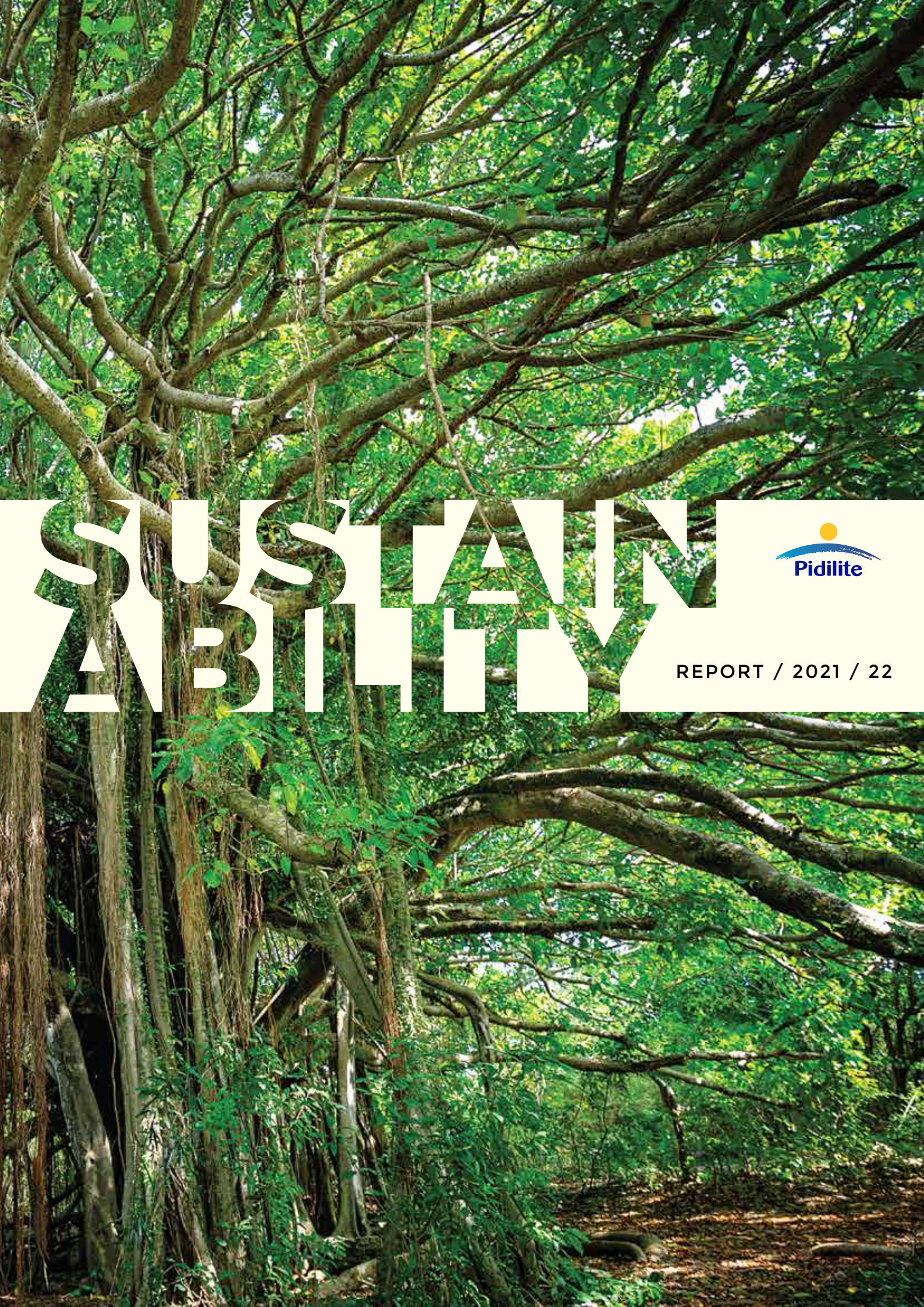


SUSTAIN ABILITY

Pidilite

REPORT / 2021 / 22

Contents

About the Report 3

Statement from Leadership 4

We are Pidilite 6

Vision and values 8

Awards and Recognition: 8

Our Sustainability Strategy 9

Stakeholder Engagement 12

Materiality Assessment 15

Responsible Business Conduct 18

Corporate Governance 20

Ethical and Transparent Business Practices 24

Responsible Supply Chain 26

Economic Performance 26

Sustainable Innovation 30

Product Quality and Safety 32

Sustainability in Packaging 32

Operational Eco-Efficiency 33

Energy Management 36

Water and Effluent Management 41

Material Consumption 44

Emission Management 44

Waste Management 46

Environmental Compliance 47

Empowering Our People 48

Occupational Health and Safety 50

Employee Diversity and Well-Being 52

Social & Community Service Initiatives 59

Agriculture and Horticulture 61

Sustainable Livelihood Development 64

Safeguarding the environment 67

Education 70

Community Health Initiatives 72

Annexure 1
GRI Content Index (GRI 102-55) 74

Annexure 2
UN SDG Linkage 78

Annexure 3
Glossary 79

About the Report

We are pleased to present our fourth annual sustainability report which highlights our quantitative and qualitative performance on Environmental, Social, and Governance (ESG) parameters. The disclosures in the report are for the reporting period from April 1st 2021 to March 31st 2022. Our previous sustainability report was published for the period FY 2020-21 and can be accessed at https://pidilite.com/wp-content/uploads/2022/04/Sustainability-Report-2020-21.pdf

Reporting Framework

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Furthermore, we have aligned our sustainability disclosures with the United Nations Sustainable Development Goals (UN SDGs).

Defining Report Content and Topic Boundary

This report covers disclosures for our corporate office in Mumbai, Indian subsidiaries, and Joint Ventures (JVs) . We operate in five business verticals which include: Adhesives and Sealants, Construction and Paint Chemicals, Arts and Craft Materials, Pigments and Preparations, and Industrial Resins and Adhesives. Our operational facilities cover 26 Pidilite-owned manufacturing plants and 30 Job Worker sites spread across 8 states. We have excluded international subsidiaries from the current scope . During FY 2021-22, there were no material changes that have any effect on our sustainability report.

Precautionary Principle or Approach

We are a responsible organisation that acknowledges the role every company must play in the growth and adoption of ESG. (Environmental, Social, and Governance). Thus, through our environmental policy, we aim to inculcate sustainable business practices by preventing pollution, reducing the impact on the environment and demonstrating care for our community.

We are integrating ESG into our company practices and our business operations in cognizance of our journey towards sustainability which is further described in this report.

Point of Contact for Feedback and Queries

We will be glad to receive your feedback on this report.
Please reach out to: esg@pidilite.com

Statement from Leadership

FY 2021-22 has been a challenging yet successful year for our business. It has been our constant endeavor to go beyond expectations to lead the industry, taking on various challenges with integrity and agility. Our strong customer focus aided by a widespread distribution network, and a committed team has ensured that we deliver another year of strong performance. It is our pleasure to publish the fourth sustainability report for Pidilite Industries Limited.

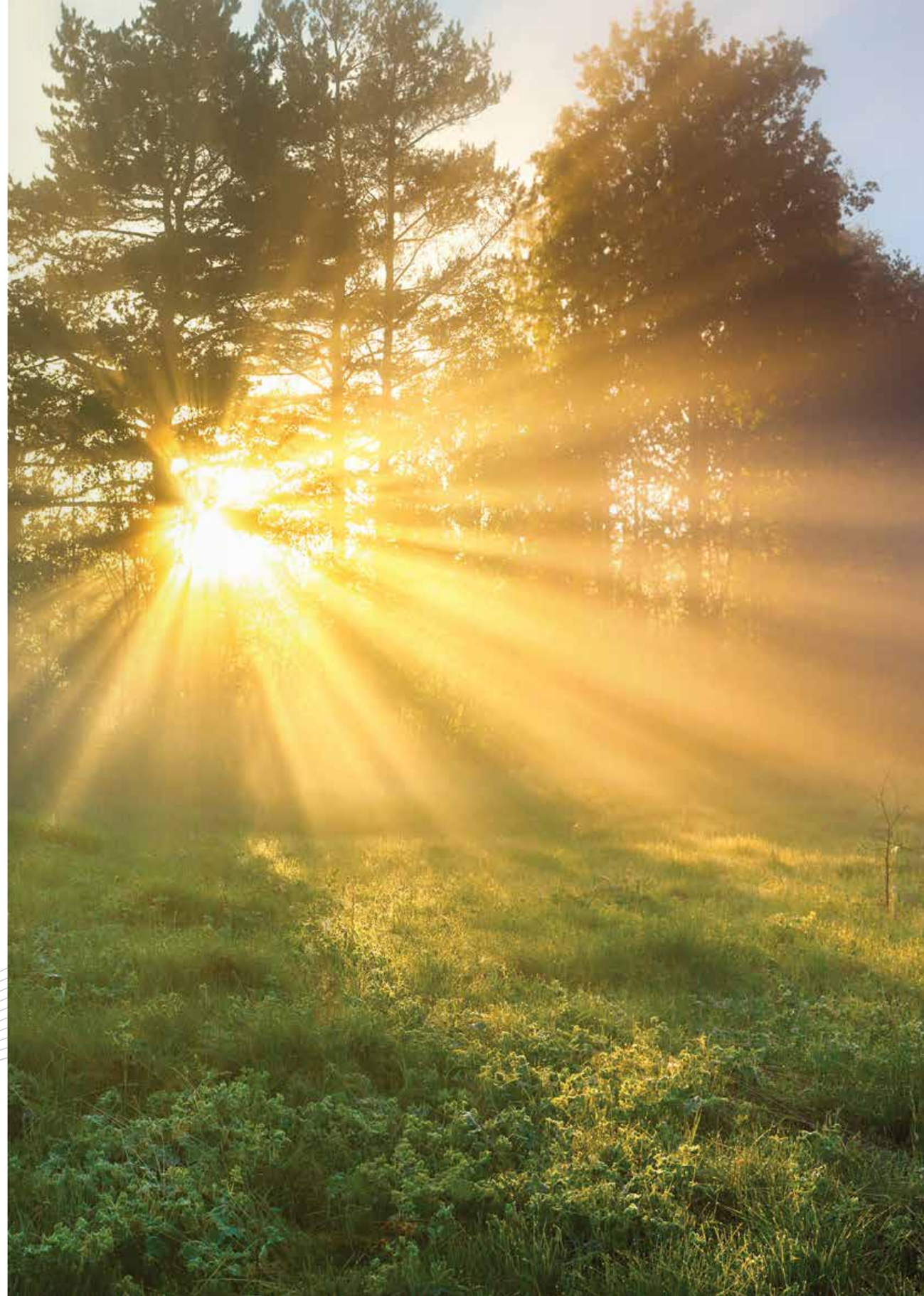
While ensuring a positive growth on the economic side in FY 2021-22, we made significant progress on the ESG front. Our ESG journey was backed by our resilient workforce and value chain, strong R&D practices, focus on our strategic priorities and robust governance practices. We will continue to ensure that sustainable practices are inculcated at the core of our decision making and Board discussions. We believe in developing a nurturing, responsible and transparent work culture and imbibe sustainability in all our workplace practices. At Pidilite, we believe in driving inclusive growth and giving back to our communities, business partners and other stakeholders.

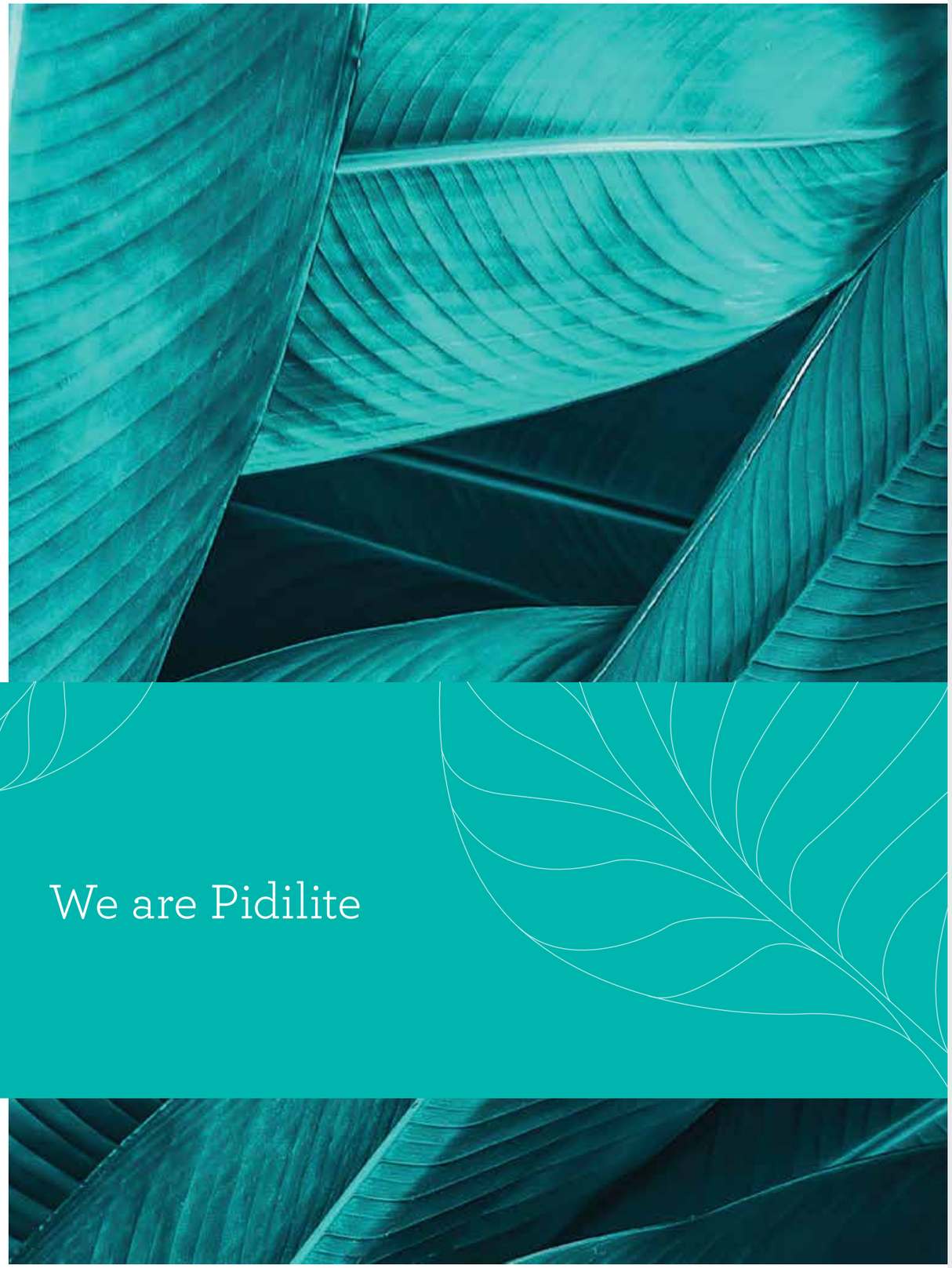
Our environmental performance was primarily driven by our focus on reduction in consumption of fresh water & energy, reduction in Greenhouse Gas Emissions, increasing the usage of renewable energy and reduction and recycling of plastic packaging. Our Corporate Social Responsibility (CSR) initiatives were directed towards the wellbeing of the vulnerable and marginalized communities. We focused on issues such as sanitation, education, women empowerment, skill development, agriculture, water management and development of green cover. Our overall performance is a testimony to our resilient business model, strong financial performance and agile responses to a dynamic environment.

This Sustainability Report for FY 2021-22 serves as our communication to stakeholders on our progress in implementing our ESG strategy. As we enter into a new financial year, we are ready to take on new challenges and tap into new opportunities to grow together as a society. We thank our stakeholders for their continued support and trust, and for encouraging us to do better'.

M. B. Parekh
Executive Chairman
Pidilite Industries Limited

Bharat Puri
Managing Director
Pidilite Industries Limited





We are Pidilite

For years together, Pidilite has consistently been involved in the development of products to be utilized in a variety of environments, both in homes and industries. Our products have and will continue to help us cultivate strong relationships with numerous stakeholders for years to come. It has been our endeavour to foster an environment of innovation and high performance. Our values are centred around ensuring high ethical standards, transparency and fairness, empathy and respect, and on working towards the growth of the organisation with the spirit of ownership and responsibility.

We are a well-established Indian multi-national company that has a long history of producing high-quality adhesive and specialty chemical products. We offer a wide range of products, including adhesives, sealants, construction chemicals, art and craft supplies, and polymer emulsions. Our Company is known for creating strong brands and providing solutions to a diverse set of customers. At Pidilite, we are dedicated to quality and innovation.

We have a growing sales and distribution network that distributes our diverse products across multiple geographies. Our corporate office is located in Mumbai , we also have regional offices, warehouses and manufacturing units in various locations pan-India and abroad. Our products are marketed in over 80 countries around the world including, but not limited to, China, Singapore, UAE, UK and USA. As of March 31st 2022, Pidilite had a total workforce of 6500+ permanent employees .

Pidilite is represented at several industrial, and business association platforms where we actively engage in discussions on topics related to the environment, sustainability, trade and economic reform. Pidilite is a member of the following associations/ chambers/trade groups :

1. Federation of Indian Chambers of Commerce and Industry
2. Indian Chemical Council
3. Confederation of Indian Industry
4. Economic Research India Pvt. Ltd.
5. Bombay Chambers of Commerce and Industry

International Presence and Reach

Pidilite has advanced manufacturing facilities located in several countries around the world including Bangladesh, Brazil, Egypt, Kenya, Sri Lanka, Thailand, UAE, and USA.

Pidilite also has sales and service operations situated in 80 countries globally Pidilite's export earnings make up around 10.5% of its total revenue and are growing

A Look at our India Operations

1. Producing 600+ products
2. 05 Research & Development centres
3. 26 Manufacturing plants Mfg. Plants & 30 job workers units
4. 02 Regional distribution centers
5. 33 Warehouses
6. 8 Regional offices
7. Achieved INR 8298 crore in sales revenue.

Vision and Values

Corporate Vision:
Together, we will create a high-performance, innovative, Indian multinational, where it is a pleasure to work.

Our Values:
High Ethical Standards
Zero tolerance for unethical dealings mandates that all legal and company laws, rules and regulations, policies and procedures are scrupulously adhered to.

Fairness and Transparency
All information, communication and expectations are openly and honestly shared at all levels. This creates mutual trust and respect.

Empathy and Respect
Be sensitive to, listen to and learn from people across all levels. Respect time and opinions. Reprimand actions, not people.

Act like Owners
Use the company's resources wisely. Contribute to its growth as if it is your own. Focus on long-term goals rather than short-term ones.

Awards and Recognition

The year 2021-22 was an exceptional year for Pidilite, as many of its brands won multiple awards across different categories categories bearing testimony to our continued tradition of high-quality advertising and marketing.

This year at the EFFIE awards, Pidilite received five awards including a gold award for the "Phenko Nahi Jodo" campaign for Fevikwik and a bronze award for the "Yakshagana" campaign for Fevicol in the 'Other Products' category.

The "Unni Da Bees" campaign for Fevicol received over 10 awards, including a gold award for Mobile Advertising Excellence from Mobexx and a silver award from DNA Echo Asia in the 'Consumer Products and Services' category.

Pidilite won six awards at the Kyoorius awards ceremony

Fevikwik Stars won two Blue Elephant awards for "best online films" and one Baby Elephant award for "Social Media".

Fevicol Social Distancing Campaign won one Blue Elephant award for "Public Service Announcement by a Brand" and one Baby Elephant award for "Innovation Experience Activation".

Fevicol won the Gold at Campaign Digital Crest Awards for the best use of social media.

Our Sustainability Strategy

Our sustainability strategy focuses on minimising our ecological footprint while creating long term value for our stakeholders. As a responsible corporate, we have identified key enablers for achieving our ambitions and demonstrate our commitment towards being a sustainable and responsible company.

Sustainability Vision:

We aspire to be a sustainable and responsible industry leader, integrating innovative growth, operational eco-efficiency and value creation for society. The three key pillars of this goal are:

Sustainable Innovation	Operational Eco-Efficiency	Responsible Care
• Promoting use of raw materials and manufacturing products with reduced environment footprint • Reduction in plastics consumption and promoting use of recycled plastics in packaging	• Minimizing water intensity • Minimizing energy intensity • Maximizing renewable energy potential • Minimizing waste intensity	• Zero-harm operations • Enhancing the impacts on communities

Table: Pidilite's long-term sustainability targets:

Parameter	Target 2030	FY 2021-22 Status vs. FY 2018-19 Baseline
Sustainable Innovation		
Plastic Waste	• Conversion of MLP as part of overall packaging to non-MLP packaging by 30% • 100% recycle of MLP post-consumer use considering FY 2018-19 as baseline	• 2.0 % increase in MLP contribution to overall plastic consumption. • 100 % co-processing of MLP post-consumer use. • Virgin plastics use reduction: 77 MT by design optimisation. 100 MT by use of post-consumer recycled plastic.
To achieve plastic waste targets, we will be focusing on: • Reduction in quantity of plastic used for packaging. • Increasing the use of post-consumer plastic (PCR) into packaging. • 100% recycling / co-processing of our plastic packaging, post-consumer use.		
Operational eco-efficiency		
Water consumption	Reduce freshwater consumption intensity by 35% from that in FY 2018-19	30.7% decrease [1.65KL/MT in FY 2021-22 vs 2.38 KL/MT in FY 2018-19]
To achieve our water consumption intensity targets, we will be focusing on: • Achieving Zero Effluent Discharge (ZED) at all feasible manufacturing units • Achieving zero discharge of domestic effluent outside plant premises • Water conservation through reduction, reuse and recycling • Increasing overall rainwater harvested within manufacturing plants as well as through various community initiatives		
Energy consumption	Reduce energy consumption intensity by 20% considering 2018-19 as baseline	33.9% decrease [1.27 GJ/MT in FY 2021-22 vs 1.92 GJ/MT in FY 2018-19]
To achieve our energy consumption targets, we will be focusing on: • Implementing energy-saving initiatives as well as leveraging technological advancement towards this end. • Reducing energy consumption through heat recovery.		
GHG emissions	Reduce GHG emissions intensity (Scope1+Scope2) per unit of production by 30% compared to FY 2018-19	27.3% decrease [0.16 tCO2e in FY 2021-22 vs 0.22 tCO2e in FY 2018-19]
To achieve our GHG emission targets, we will be focusing on: • Increasing percentage of renewable sources (fuel and electricity) for energy supply • Implementing energy-saving initiatives		
Renewable energy (fuel and electricity)	Increase overall renewable energy consumption to 50% of overall energy consumption from that in FY 2018-19	48.0% Renewable Energy Consumption of overall energy consumption vs. 45.0 % in FY 2018-19
To increase the proportion of renewable energy in our energy mix, we will be: • Replacing fossil fuel use with renewable fuels or low-carbon intensive fuels. • Increasing overall generation and consumption of renewable electricity from solar and wind.		
Waste disposed	Reduce overall intensity of waste disposed (non-environment friendly manner, i.e. incineration or land fill) by 30% from the baseline year of FY 2018-19	36.1% decrease [13.00 Kg/MT in FY 2021-22 vs 20.35 Kg/MT in FY 2018-19]
To achieve our waste disposal intensity targets, we will be focusing on: • Reducing generation of waste at source • Promoting recycling of 90% incinerable waste through co-processing		
Responsible Care		
Occupational health and safety	Reduce overall safety ratios, such as fatality rate, severity rate and incident rate, by 30% from FY 2018-19	40% decrease [0.03 per 100 workers in FY 2021-22 vs 0.05 per 100 workers in FY 2018-19]
To achieve our occupational health and safety goal, we will be focusing on: • Elimination of hazards / providing engineering controls during design stage of projects. • Adopting technologies and processes to avoid / minimize the manual interfaces with process and machineries.		

Stakeholder Engagement

Stakeholder Engagement

Determined to create value for all our respective stakeholders, we consistently work towards aligning as well as integrating our decision-making process with their expectations and aspirations. Building positive and effective communication with all our stakeholders helps us achieve our set goals, address their expectations as well as concerns, and collaborate with them to generate long lasting value. By doing so, we are better positioned to obtain a good understanding of the expansion and progress of our business as a whole. Bearing this in mind, we prioritise establishing a constructive and proactive interaction with all our stakeholders.

At Pidilite, we consider maintaining quality relationships with our stakeholders crucial. Towards this end, we have implemented a transparent, continuous, and structured communication approach, one that guarantees the establishment of enduring connections with all our stakeholders. We have put in place suitable feedback channels for each of the identified stakeholder categories. Additionally, we regularly involve and inform our stakeholders on the identified material issues including but not limited to energy, water, emissions and human rights.

Stakeholder feedback is analysed to identify concerns and the appropriate mitigation processes are formulated. The concerns are also raised to relevant Board members for consent and then are assigned to relevant departments for redressal. An example of this is the engagement with local communities through our CSR program wherein each of their concerns are addressed as per the defined requirements.

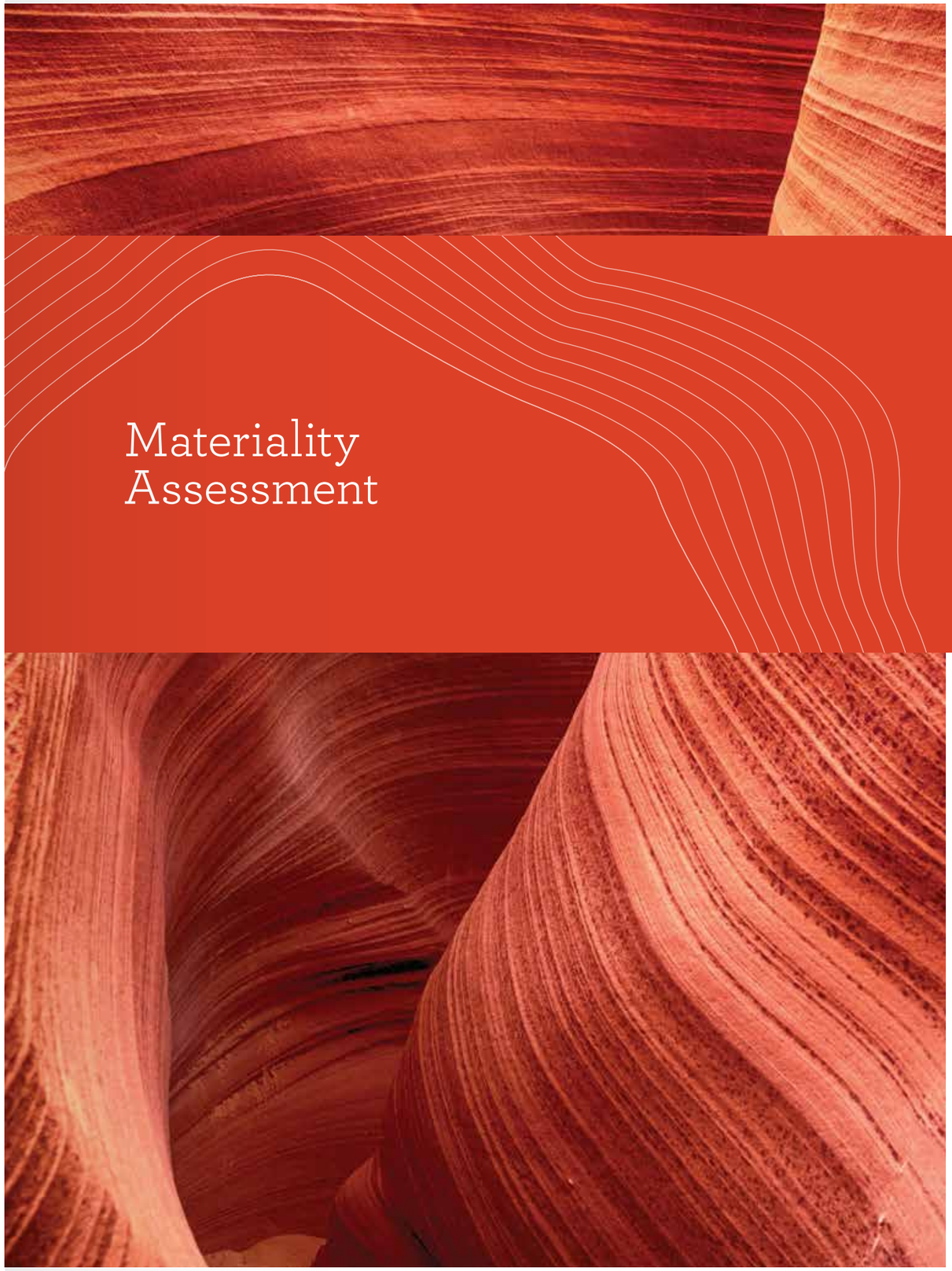
Stakeholder Engagement Process

The process of stakeholder engagement involves identifying and prioritising relevant stakeholders across stakeholder groups and interacting with them in a timely manner to understand and resolve their concerns. To enable the process, representatives from Pidilite work collaboratively with key external parties in identifying the major concerns and seeking opinions from respective stakeholders to address the concerns.

To ensure effective communication with our stakeholders, we have categorised them according to key priorities with respect to our business. This helps us evaluate the frequency and nature of engagement required with relevant stakeholders. We have identified eight critical stakeholder groups that are listed in the table below:

We have identified eight critical stakeholder groups that are listed in the table below

Key Stakeholder Groups	Name of Engagement	Key Priorities	Frequency of Engagement
Workforce	• Training • Meetings • Email interaction • Employee satisfaction survey • Employee engagement activities • Open forums • Live chat	• Skill development • Workplace satisfaction • Healthy and safe operations • Employee engagement and involvement • Career progression • Emotional and mental well-being	• Annually • Quarterly • Monthly • Need-based
Customers	• Telephone • Email • Customer meets • Personal visits • Advertisements • Customer satisfaction reports	• Availability of products • Pricing of products • Quality of the product • New product development • Logistics • Efficient service • Grievance redressal and transparency • Information to aid safe usage of products	• Annually • Quarterly • Monthly • Need-based
Investors and shareholders	• Media releases • Annual reports • Investor meets • Analyst meets • Contact through investor service centres • Annual general meeting • Company website	• Financial performance • Business growth • Business strategy • Future investments • Transparency • Good governance practices • Social responsibility • Sustainability	• Annually • Quarterly • Monthly • Need-based
Dealers	• Helpdesk • E-business portal • Personal interaction • E-communication/ telephonic conversations • Dealer visits/meets	• Product availability • Product portfolio • New product development • Market trend	• Annually • Quarterly • Monthly • Need-based
Suppliers	• Personal interaction • Telephonic conversations • Email communication	• Long-term association • Innovation opportunities	• Annually • Quarterly • Monthly • Need-based
Local communities	• Visits • Meetings • Medical camps • Need assessment	• Health • Education • Indirect economic impact • Sanitation	• Quarterly • Annually • Need-based
Non-governmental Orgnisations (NGOs)	• CSR initiatives • Telephonic discussions	• Support on implementation of programmes in PIL's focus areas • Support for communty-based Organisations	• Annual • Need-based
Regulatory authorities	• Industry bodies and forums	• Regulatory compliance • Community initiatives	• Annually • Need-based



Giving importance to the environmental, social, and economic issues material to the company and its stakeholders is an instrumental step in our business and corporate strategy. Prioritising key issues helps us utilise resources optimally and further strengthens long-term value.

To clearly identify the issues directly and indirectly impacting Pidilite's business, we carried out a materiality assessment in FY 2018-19. During this assessment, we interacted with numerous stakeholder groups and gained clarity on the different ESG topics concerning Pidilite. Later, a materiality matrix was plotted which was found to be of continued relevance for this reporting period as well.

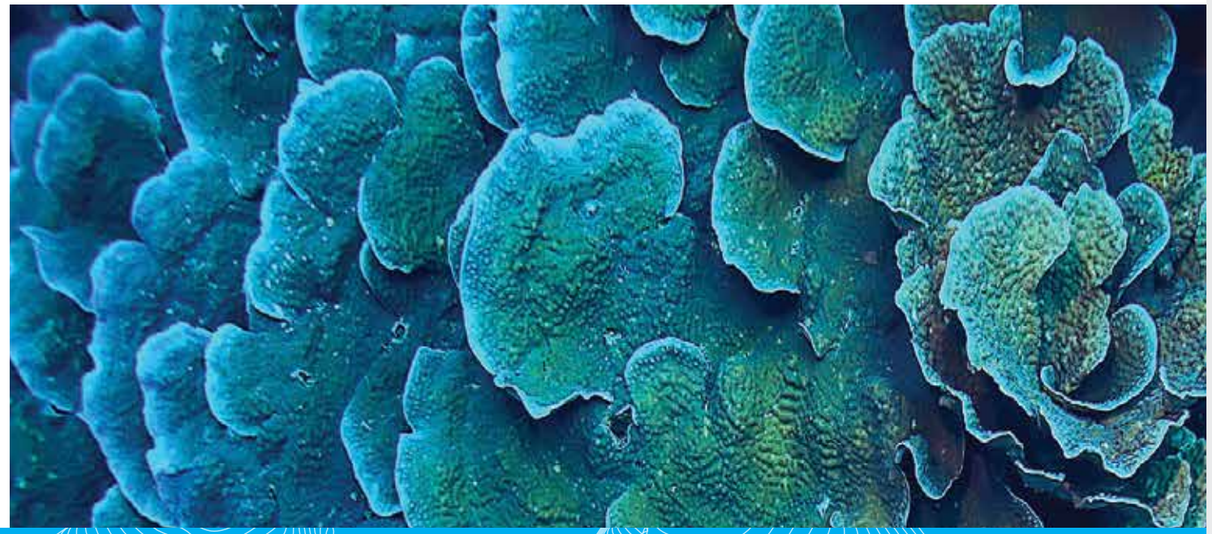
We followed a three-pronged approach, involving the selection, assessment, and prioritisation of material topics. For the purpose of sustainability reporting, we follow the GRI standards to report on material issues and align with other global standards which are of importance to the Company and stakeholders. Additionally, we have taken conscious efforts to acknowledge and review the disclosure requirements requested by various external ESG rating agencies and included them in the report.

Materiality Assessment Process

Selection	Assessment	Prioritisation
We defined material topics based on their impact on our business. We also performed a review of peer disclosure, and risks and opportunities.	For each of the identified issues, after a discussion with the core team, we evaluated various external factors and assessed the impact they have on our business.	We discussed and evaluated the importance of the topics with our stakeholders and prioritised the material issues that were validated by the Corporate Sustainability team.

Material Topics at A Glance

Material topic	GRI material topic	GRI disclosures	Stakeholders	Boundary	Read more
Corporate governance and risk management	GRI 102: General Disclosures (Strategy, Governance)	102-18 102-15	• Investors • Shareholders	• Internal • External	Page 20
Ethical business and transparency	GRI 102: General Disclosures (Ethics and integrity)	102-16 102-17	• Employees • Investors • Shareholders • Customers	• Internal • External	Page 24
	GRI 205: Anti-corruption	205-1 205-2			Page 24
Management of hazardous chemicals	GRI 301: Materials	301-1	• Employees • Local communities • Suppliers • Regulator authorities	• Internal • External	Page 26
Environment	GRI 303: Water	303-3 303-4 303-5	• Employees • Local communities • Regulatory authorities • NGOs	• Internal • External	Page 41
	GRI 305: Emissions	305-1 305-2 305-3 305-4 305-5 305-7	• Employees and contractors • Investors • NGOs • Regulatory authorities • Local communities	• Internal • External	Page 44
	GRI 306: Waste	306-5	• Employees and contractors • Suppliers • NGOs • Regulatory authorities • Local communities	• Internal • External	Page 46
	GRI 307: Environmental compliance	307-1	• Regulatory authorities • NGOs • Local communities • Investors	• Internal • External	Page 47
Process and product innovation	GRI 416: Customer health and safety	416-2	• Customers • Employees	• Internal • External	Page 32
Occupational health and safety	GRI 403: Occupational health and safety	403-8 403-9 403-10	• Employees • Communities • Regulatory authorities	• Internal • External	Page 50
Economic performance	GRI 201: Economic performance	201-1	• Investors • Shareholders • Employees	• Internal • External	Page 26
Process safety	Non-GRI		• Employees and contractors • Regulatory authorities	• Internal • External	Page 51
Employee development and diversity	GRI 401: Employment	401-1 401-2 401-3	• Employees • Investors • Regulatory authorities	• Internal	Page 52
	GRI 404: Training and education	404-1		• Internal	Page 54
	GRI 405: Diversity and equal opportunity	405-1 405-2		• Internal	Page 52
Community development	GRI 413: Local communities	413-1 413-2		• Internal • External	Page 59



Responsible Business Conduct

Pidilite is dedicated to consistently following and implementing the highest standards of governance. Cultivating and preserving strong relationships and trust with all stakeholders is at the core of our corporate governance practices.
Our governance philosophy rests on the principles of integrity, transparency and customer orientation enabling us to create a sustainable culture and deliver long-term value for all our stakeholders.

Material Topics

01
Corporate governance

02
Ethical and Transparent Business Practices

03
Responsible Supply Chain

04
Economic Performance

01

Corporate Governance

Board of Directors

In FY 2021-22, the Board consisted of thirteen directors, including one woman director. The Board composition has moved to fifteen by the time of publishing the annual report for FY 2021-22 (details of fifteen member Board composition are mentioned in the table below). This composition of the Board complies with the Regulation 17 of the SEBI Listing Obligations and Disclosure Requirements, Regulations, 2015 ('Listing Regulations') and the Companies Act, 2013 ('the Act'). We have established a Board diversity policy to ensure a diverse mix of directors inclusive of experience and gender amongst others on our Board.
The number of independent directors on the Board is more than half the total number of directors. The average tenure of the Board members is 4.6 years. During the current financial year, a total of seven board meetings were held. These meetings were held on May 12th, 2021, July 15th, 2021, August 11th, 2021, September 06th, 2021, November 10th, 2021, January 25th, 2022 and March 11th, 2022.

Details of the Board's composition are given in the table below

Sr. No.	Name	Designation
1	M B Parekh	Executive Chairman
2	N K Parekh	Vice Chairman
3	Bharat Puri	Managing Director
4	A B Parekh	Executive Vice Chairman
5	A N Parekh	Whole-Time Director
6	Debabrata Gupta	Whole-Time Director
7	B S Mehta	Independent Director
8	Sanjeev Aga	Independent Director
9	Uday Khanna	Independent Director
10	Meera Shankar	Independent Director
11	Vinod Kumar Dasari	Independent Director
12	Piyush Pandey	Independent Director
13	Rajeev Vasudeva	Independent Director
14	Meher Pudumjee	Independent Director (w.e.f 18.05.2022)
15	Sudhanshu Vats	Deputy Managing Director (w.e.f 18.05.2022)

Committees of the Board

The Board has set up several sub-committees to ensure that decisions align with the Company's strategic priorities and safeguard the interests of key stakeholders . These committees help to manage the different aspects of the organisation.
The following are the statutory committees of the Board.

- Audit Committee
- Nomination and Remuneration Committee
- Stakeholder Relationship Committee
- Risk Management Committee
- Corporate Social Responsibility Committee

Audit Committee

The responsibility of the Audit Committee is to both review and approve the annual internal audit plan and monitor progress of the audit. The Committee also examines important internal audit findings, assesses the implementation of audit recommendation and evaluates the effectiveness of internal controls. The members of the Audit Committee have expertise and experience in financial management. The Board accepted all the recommendations provided by the Audit Committee during the reporting period.

During FY 2021-22, a total of six meetings of the Audit Committee were held (on May 11th, 2021, August 10th, 2021, September 6th, 2021, November 9th, 2021, January 24th, 2022, and March 11th, 2022) During the aforementioned meetings, with exception of those held on September 6th, 2021 and March 11th, 2022, certain business items were discussed, and the meetings were then adjourned until the next consecutive day for further discussion on financial results and other related matters.

The annual report lists the professional fees paid to the auditors (details on page 135 of annual report). The statutory auditor's term of office extends until the Annual General Meeting (AGM) for the year ending March 31st, 2023, in accordance with the Companies Act, 2013.

Nomination and Remuneration Committee

This committee functions as the Compensation Committee, as per SEBI (Share Based Employee Benefits) Regulations, 2014. The remuneration paid to the Executive Directors of the Company are approved by the Board of Directors, on the recommendations of the Nomination and Remuneration Committee. The Committee may also grant necessary approvals regarding the granting of Employee Stock Option Scheme to an employee where all the conditions of eligibility are not sufficed on a case-to-case basis. Any increase in the fixed salaries of the Executive Chairman, Managing Director and Executive Director is recommended by the Nomination and Remuneration Committee, based on general industry practice and the increase given to other managers in the Company. The NRC is also responsible for the identification and nomination of suitable candidates to fill vacancies on the Board. It ensures that the Board has an appropriate mix of expertise, knowledge, and skills.

During the financial year, a total of seven meetings of the NRC were conducted. These meetings were held on May 12th, 2021, July 15th, 2021, August 10th, 2021, November 9th, 2021, January 24th, 2022, February 16th, 2022, and March 11th, 2022

Stakeholder Relationship Committee

The Stakeholder Relationship Committee (SRC) is responsible for addressing shareholders' and investors' grievances, such as complaints about the transfer or transmission of shares, the non-receipt of annual reports, the non-receipt of declared dividends, issues with voting rights and adherence to the service standards for the registrar and share transfer agent. The Committee also works to reduce the number of unclaimed dividends, amongst other grievances.
The SRC performs its duties in accordance with the requirements of Section 178 of the Act read with the related rules issued thereunder as well as Regulation 20 read with Part D (B) of the Schedule II of the Listing Regulations. During the 2021-22 fiscal

year, 14 meetings of the Share Transfer Committee held. One meeting of the SRC was held on January 13th, 2022, which was attended by all committee members.

Risk Management Committee

Pidilite has put in place a thorough process for identifying key risks and managing such risks through proper due diligence and risk mitigation plans. In addition to comparing our risk coverage to that of similar organisations, the Risk Management Committee develops and implements mitigation plans for the identified risks. The Committee regularly reviews and monitors these risks, their corresponding mitigation plans and prioritises them as needed. The Committee also recommends a risk classification and measurement approach for the Company to follow.

During the financial year, there were a total of two meetings of the Committee held on May 11th, 2021 and November 1st, 2021.

Corporate Social Responsibility Committee

The Corporate Social Responsibility Committee develops and recommends a comprehensive CSR policy indicating the activities that Pidilite will undertake in the respective financial year. The Company is committed to sustainable development through economic, social and environmental betterment to improve the quality of life of the local communities and their wellbeing. The Company has been engaging in various social and community initiatives towards agriculture, animal husbandry, health, education, women empowerment, water conservation etc. The CSR Committee proposes the budget for these identified activities and monitors the implementation. Additionally, the Committee is also responsible for recommending the Annual Action Plan for the CSR implementation for the Board's approval.

The CSR Committee is structured in accordance with the requirements of Section 135 of the Companies Act, 2013.

The Committee met three times during this financial year. The meetings were held on May 11th, 2021, November 9th, 2021 and January 24th, 2022.

Sustainability Governance

The Board through different committees as above, continuously reviews our sustainability performance by examining major initiatives undertaken by the Company, its policies and practices to align with the Company's long-term sustainability goals . The Key Performance Indicators (KPIs) and management approaches for material topics are reviewed on an annual basis.
At the corporate level the Company has a central sustainability team which monitors and drives our sustainability agenda in line with the vision set by the Board. The vision is percolated down to the site level through key initiatives, annual targets & the implementation is regularly monitored through KPI's.

At each of our sites, the respective unit head & EHS (Environment Health and Safety) teams are responsible for implementing the key initiatives to achieve our sustainability targets and minimise our long-term climate impact. The key initiatives are focused on reduction in freshwater consumption, reduction in energy consumption, increasing the mix of renewable energy, reduction in waste disposal and reduction & recycling of plastic packaging . Furthermore, the Director of Operations and key management team members have sustainability improvement projects included in their Key Responsibility Areas (KRAs).

Enterprise Risk Management

We have a robust mechanism for identifying and mitigating risks that could impact our organisation. All risks are consolidated, prioritised and managed at the corporate level, wherein the apex committee reviews the identified risks and suggests appropriate mitigation plans. The Enterprise Risk Management (ERM) framework in our organisation has been critical in incorporating the necessary measures to respond to external risks including the pandemic and other unexpected contingencies.

We have established a risk management process that enables us to monitor and revisit critical risks associated with our business. As part of this process, environment, climate change, health and safety, supply chain, and people-related risks and opportunities are assessed. There are also crisis-related contingency plans available that enable us to respond faster to external crisis. To update the Board about the risk management process, Board members are made aware of the existing risks, the sub-risks falling under each of these, the mitigation actions undertaken, and the responsibility assigned for undertaking each of these mitigation actions. In addition, the Board members undergo a familiarisation programme.

We have a Board level Risk Management Committee also known as the Risk Management Oversight Committee (RMOC) which is primarily responsible for oversight of risks at the Board level, and it meets twice a year to present an update to the Board. Top risks that have the potential to threaten business continuity and other mandated risks are discussed during the meeting.

The RMOC is assisted by the Risk Identification and Mitigation Committee (RIMC), headed by the Managing Director and consisting of senior management. The role and responsibility of the RIMC is to identify risks and develop risk mitigation plans for the identified risks that can affect the functioning of a particular division or function. Moreover, on an ongoing basis, each business or functional head reviews the existing risks, the risk library, and identifies any new risks and monitors them as per the agreed action plan. The RIMC reviews the same on a periodic basis and updates the RMOC on the key risks. The RIMC meets once a quarter or as often as may be required. All new and emerging risks are identified and deliberated during the RIMC meeting.

We have a comprehensive risk identification process, wherein each business division or function maintains a detailed risk repository of applicable risks. The identified risks are assigned probability and their subsequent impacts are assessed. In discussion with the business / function head, the Gross Risk gets determined. Based on these deliberations and inputs, the leading risks for each division are then prioritised. The top risks are presented by the division heads to the Management Risk Committee consisting of Pidilite Executive Committee (PEC) members for deliberation. New or emerging risks, if any, are also highlighted to the PEC.
Once the risks have been identified, they are categorised into two categories namely, Top risks and Other risks. Top risks cover those that are critical for business continuity. Such risks are required to be monitored as per regulatory requirement and Other risks as mandated by the Board. Each risk is assigned to a risk champion who

02

Ethical and Transparent Business Practices

is entrusted with the task of implementing mitigating measures so that all the risks are managed in a responsible manner.

The Company is committed to upholding high standards of ethical, moral, and legal conduct in its business operations for both internal and external stakeholders . To maintain these standards, the Company has established a Code of Conduct that outlines the principles and standards that guide the actions of its employees in conducting business. Any violation of this code, regardless of how minor or perceived as such, is a serious concern for the Company. All such complaints are strictly monitored by the Ethics Committee and Head Internal Audit acts as Secretary to the Committee to ensure that all investigation are carried out in a transparent manner within the stipulated timeline and appropriate actions are taken as needed. Each subsidiary of the Company also has a Code of Conduct in accordance with the local requirements of the country where it operates.

The Board of Directors and the senior leadership team oversee the development and implementation of the Company's values, vision, sustainability performance, organisational strategies and policies. They have established several codes, including the employee Code of Conduct, Code of Conduct for Directors and Senior Management, and a Whistle Blower Policy . Employees can consult the Company Secretary for clarification on the application of the Code of Conduct.

Code of Conduct

At Pidilite, our value of high ethical standards is integrated into all aspects of our business operations. We have adopted a Code of Conduct for our directors and senior management in compliance with the Listing Regulations. To help maintain high ethical standards throughout the organisation, we have also established an employee Code of Conduct that outlines the principles and standards that guide the actions of our employees. We provide training on our code to all new hires as part of the onboarding process. The code and related policies address issues such as fraud, insider training, bribery, corruption, human rights and discrimination, and outline the corrective measures to be taken in such cases. We also have a supplier Code of Conduct for key suppliers that includes provisions for ethical behaviour and prevention of conflicts of interest. Our human rights policy prohibits child and forced labour. During this financial year there were no reported cases of child or forced labour. The supplier Code of Conduct also includes clauses prohibiting economic relations between employees and suppliers.

Whistle Blower Policy

The Company has a whistle blower policy in place to address serious concerns that could potentially affect the operations and performance of the company. This policy addresses concerns in a confidential and anonymous manner.

The whistle blower policy covers concerns such as unethical behaviour, suspected or actual fraud, and violations of Pidilite's Code of Conduct. Employees are encouraged to bring up operational issues not covered by this policy to their divisional or functional heads. The policy also outlines the mechanism available for employees to raise their concerns.

Grievance Resolution

We are cognizant of the unique needs of our diverse stakeholder groups and have developed unique processes to address their respective concerns.We have a dedicated helpline for addressing our customers' grievances and complaints. The SRC is responsible for investigating complaints from shareholders and investors regarding issues such as the transfer of shares and non-receipt of declared dividends.

Our corporate governance model ensures that both the status of investor grievances and transfers of shares are reported to the Board on a regular basis. There have been no reported instances of unfair trade practices, irresponsible advertising or anti-competitive behaviour by any stakeholder in the past five years.

There were no complaints pending for resolution from shareholders during the reporting year. The Company received 14 complaints from shareholders during the year and was able to resolve them promptly.

Our grievance redressal mechanism is equipped with systems to handle employee grievances related to company policies and the work environment. We have an online platform called "My Pidilite" wherein employees can raise their concerns. These are tracked and reported to the senior management on a monthly basis. At our factory locations, we have an open forum called "Khulla Manch" for resolving grievances. We also have a policy in place for the prevention of sexual harassment. The Internal Complaints Committee investigates such incidents that may arise. In FY 2021-22, one case of sexual harassment was reported and duly resolved. No complaints were pending as on March 31st, 2022.

Sr. No.	Category	No. of complaints filed during the financial year	No. of complaints pending as on 31st March 2022
1.	Child labor/ forced labor/ involuntary labor	Nil	Nil
2.	Sexual harassment	1	Nil
3.	Discriminatory employment	Nil	Nil

Compliance Management

The Company has established systems and processes that are appropriate for its size and operations to monitor and ensure compliance with relevant laws, rules, regulations, and guidelines. These measures are in place to help the Company conform to all applicable legal and regulatory requirements.

To ensure compliance with legal and statutory requirements applicable to Pidilite's units, we have implemented a compliance software called Legatrix. This is a comprehensive, reliable, and modifiable software solution that helps us track, manage and report on legal, regulatory, and internal compliances. During the reporting year, no major legal non-compliances were reported. Also, during the same period, there were no cases of non-compliance with laws and regulations in the social and economic area . We did not experience any data breaches or cybersecurity incidents during this period.

03

Responsible Supply Chain

To ensure that our supply chain is responsible and sustainable in nature, we require our associated vendors to comply with the environmental and social regulations detailed in the Supplier Code of Conduct.

Our robust Supplier Code of Conduct provides guidelines on adherence to regulatory compliance, employee safety and welfare, business integrity and intellectual property. The Supplier Code of Conduct forms a part of the agreement between Pidilite and its suppliers. In the event of violation of the Supplier Code of Conduct, Pidilite can exercise the right to terminate the contract/purchase order/agreement with the concerned supplier. During the reporting year, we procured raw materials worth ₹ 32,141 lakhs from local suppliers .

Moreover, we have undertaken several initiatives, as a part of our supply chain management, to ensure supplier responsibility. These initiatives include communicating emergency response and safe handling plans with regard to transportation of hazardous chemicals, raising awareness amongst suppliers about changes in various regulations, carrying out site visits as part of vendor selection process to perform quality checks as well as ensure compliance with statutory and legal requirements, and instituting an open-door policy, to allow vendors and suppliers to put forth their grievances to us for resolution. In FY 2021-22, there were no significant changes to the Company and our supply chain operations .
As for concerns raised over data privacy, we have received zero complaints from customers this financial year regarding the breach of data privacy.

04

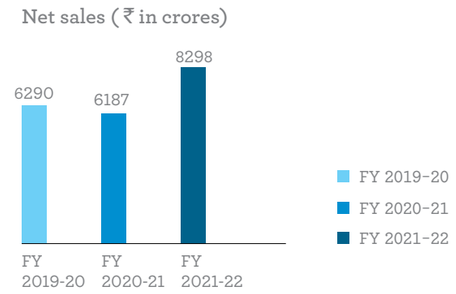
Economic Performance

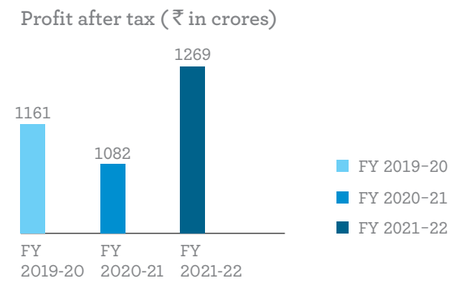
We have delivered strong economic performance in the current reporting period despite the global challenges and market uncertainties. In FY 2021-22, our sales revenue increased by 34 % over FY 2020-21. Our focus this year was on capacity utilisation, robust innovation and volume growth which aided in high sales growth across categories and geographies.

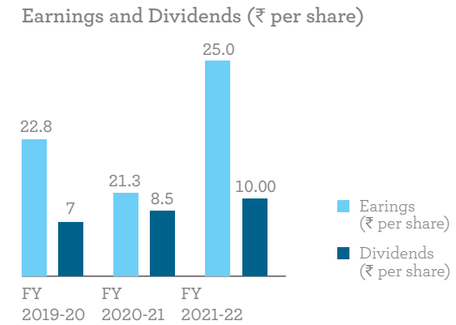
Value Generation

While the year experienced multiple challenges due to the pandemic and persistent inflation leading to increased input cost, we took strategic initiatives to mitigate the challenges and increase our market reach. We took consistent and effective brand building initiatives across our product portfolios. Our award-winning advertisements resulted in increased popularity of the brand. Additionally, we actively engaged with our product end users by leveraging our social media channels to promote revenue growth.

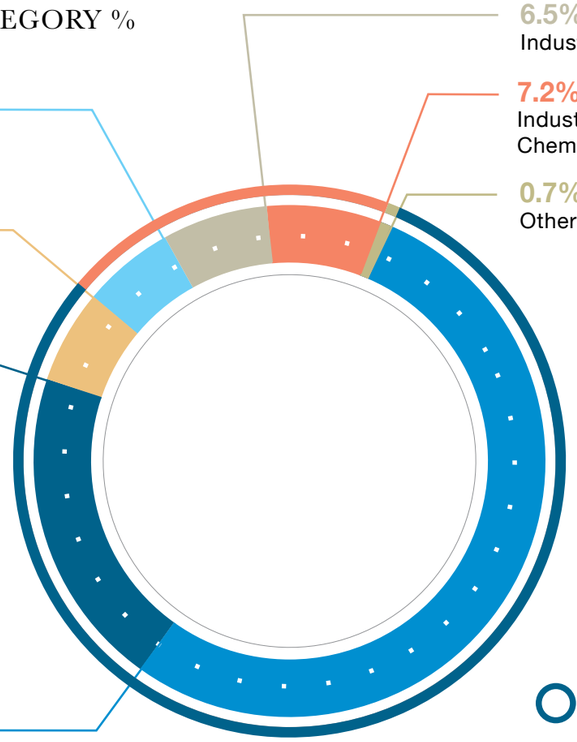
By leveraging our innovative capabilities along with a resilient and agile supply chain, our sales increased by 34.14 %. During the FY 2021-22, we generated a sales revenue of ₹ 8298 crores.







BUSINESS SEGMENT/ PRODUCT CATEGORY %



6.5%
Industrial Adhesives

7.2%
Industrial Resins, Construction Chemicals (Projects) etc.

0.7%
Others

6.0%
Pigment & Preparations

5.9%
Art & Craft Materials etc.

20.3%
Construction & Paint Chemicals

53.4%
Adhesives & Sealants

79.6%
Consumer & Bazaar Products Segment

19.7%
Business to Business Products Segment

0.7%
Others

Standalone results - % of Total Sales from FY 2021-22

Economic Performance (crores)			
Particulars		**FY 2020-21**	**FY 2021-22**
Economic value generated		**6,289.8**	**8,570.5**
a.	Revenue	6,216.3	8,340.2
b.	Other Income	73.5	230.4
Economic value distributed		**5,419.1**	**7,730.8**
a.	Operating costs	3,995.3	5,985.7
b.	Community investments	32.7	26.2
c.	Employee wages and benefits	787.7	905.2
d.	Payments to providers of capital	17.0	26.4
e.	Payments to government	586.3	787.7
Economic value retained		**870.7**	**839.7**
(calculated as economic value generated less economic value distributed)			

R&D Expenditure (in crores)

Financial Year	2018-19	2019-20	2020-21	2021-22
R&D expenditure	64.5	71.2	72.9	84.3

Sustainable Innovation

We focus on fewer, bigger, and better innovations. Our technology platforms are delivering faster, greener, and stronger products and solutions for our customers by working closely with external partners, vendors, and other industry specialists. Our average revenue potential per innovation project has increased approximately eight times in FY 2021-22 from a five-year historical average.

Number of Patents

Parameter	Performance in FY 2021-22
Number of Patents	1

Material Topics

01

Product Quality and Safety

02

Sustainability in Packaging

Operational Eco-Efficiency

01

Product Quality and Safety

At Pidilite, we have upgraded our pilot reactors and analytical capabilities at local quality control laboratories with state-of-the-art equipment for maintaining product quality. We make our products safer in accordance with global regulatory compliance requirements by using environmentally friendly and sustainable raw materials. In addition, we have also developed water-based VOC-free adhesives.

As part of our strategy, we focus on the development of new products and solutions that are innovative, meet the expectations of our customers, and reduce the overall environmental footprint during the lifecycle of the product.

We regularly review and improve upon our manufacturing processes and the services we provide, incorporating product safety and environmental considerations. We have mandated a checklist confirmation on the use of environment-friendly products at every stage of our innovation stage gate process. As a part of our Intellectual Property Policy and Procedures, our focus will be on the filing of strategically relevant patents, designs, and trademark registrations in countries wherein we operate our business..

02

Sustainability in Packaging

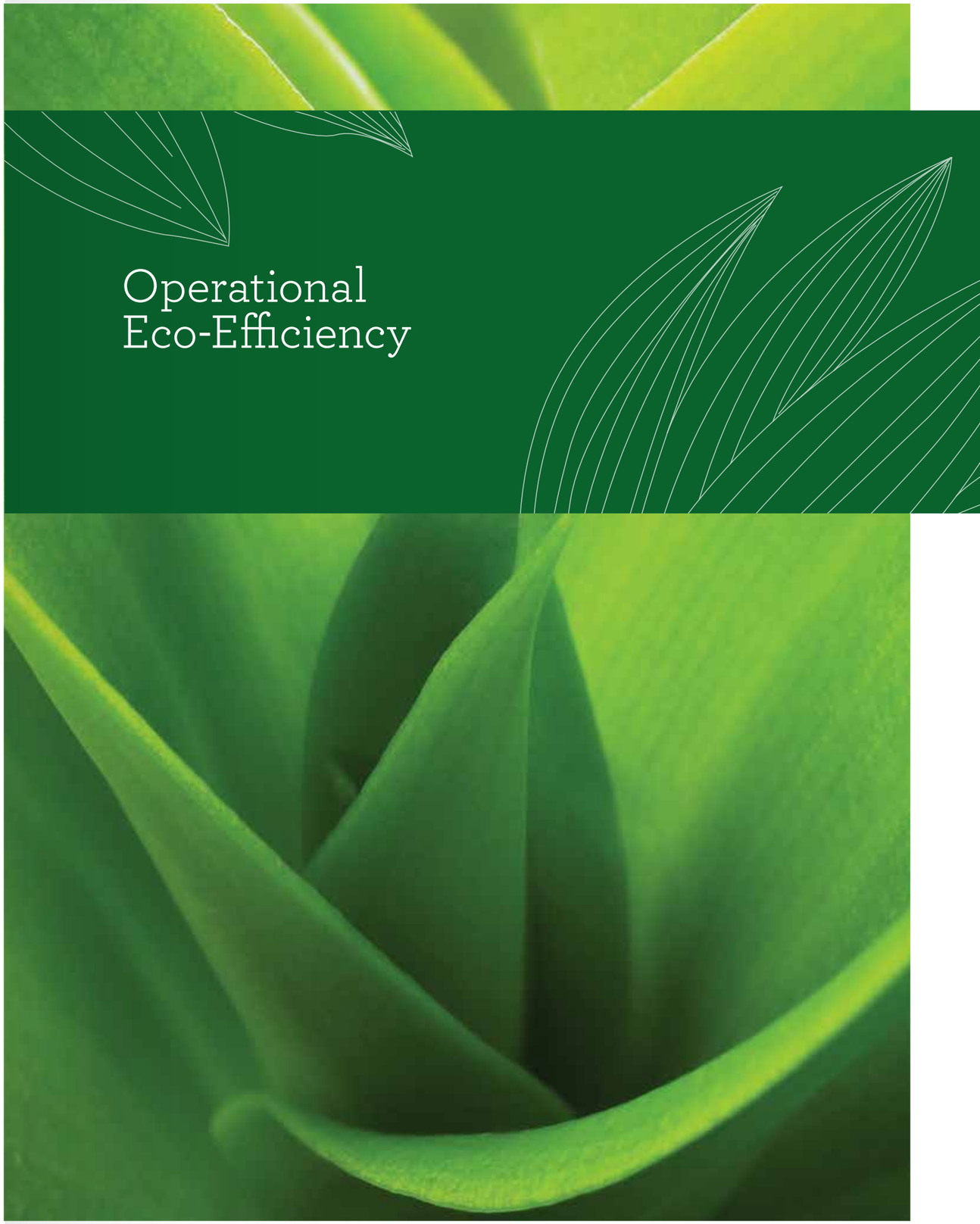
Our commitment to sustainability is reflected in our approach to packaging. We consciously design and develop packaging that has minimum impact on the environment. We have been following the classical “3R” – Recycle, Reduce and Reuse approach, in every aspect of packaging.

The program of collecting back plastic packaging that is used to distribute our products, is progressing satisfactorily. We work with different partners across the country, who in turn work with the existing ecosystem of rag pickers and kabadiwallas (scrap dealers) to collect back plastic packaging. We have collected back 100 % of plastic packaging introduced in FY 2021-22.

We have programs in place to reduce the total plastic packaging that we use to pack and distribute our products. By making changes to the design of our rigid plastic packaging, we have reduced consumption of virgin plastics by 77 MT during FY 2021-22. Our efforts to reduce usage of multi layered plastic, have yielded benefits. In FY 2021-22 we were able to reduce use of multi layered plastic packaging to the extent of 40MT.

While we reduce our usage of plastics, we also reuse our packaging. We reuse our industrial plastic waste, in manufacturing of our 50 L drums. We also use post-consumer recycled plastic as a replacement for virgin plastic in the manufacturing of our packaging. In the FY 2021-22 we have used 100 MT of post-consumer recycled plastic in the manufacturing of our packaging.

Our journey of sustainability will only gain strength as we move ahead.



Resource efficiency forms an integral part of our environmental strategy. We focus on reducing resource consumption, waste generation and enhancing renewable energy usage. We have robust systems in place to monitor our environmental performance. In addition to this, various conservation initiatives are regularly carried out across our manufacturing locations and corporate offices. We also ensure timely compliance with all the applicable environmental laws and regulations.

All our owned manufacturing sites are ISO14001 and ISO45001 certified. At every site, there are EHS teams formed that are responsible for implementing initiatives to achieve our sustainability targets.

Material Topics

01 **Energy Management**

02 **Water and Effluent**

03 **Material Consumption**

04 **Emission Management**

05 **Waste Management**

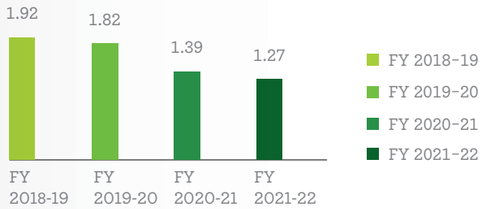
06 **Environmental Compliance**

Operational Eco-Efficiency

Environmental performance highlights for FY 2021-22

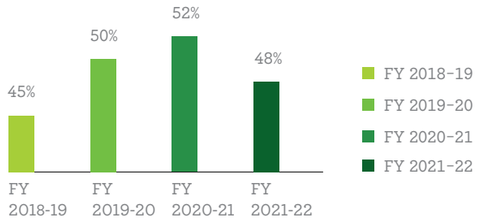
Energy Consumption Intensity

(GJ/MT of production)



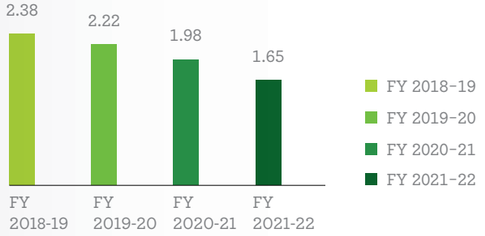
Renewable Energy Mix

[% of renewable energy in overall energy consumed]



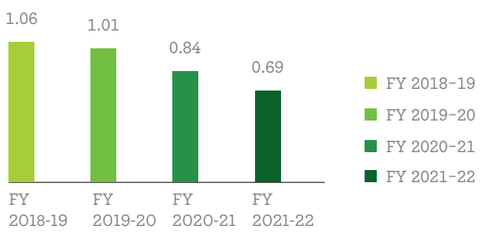
Water Withdrawal Intensity

[KL/MT of Production]



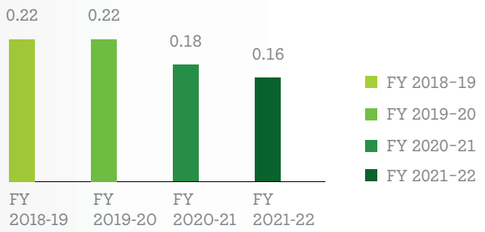
Effluent Discharge Intensity

[KL/MT of Production]



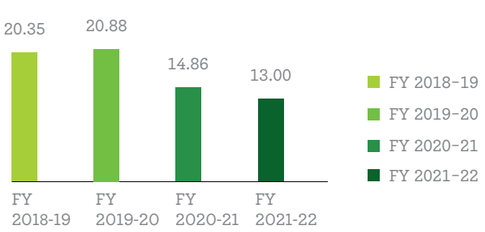
GHG Emission Intensity

[tCO2/MT of Production]



Waste Disposal Intensity

[Kg/MT of Production]



01

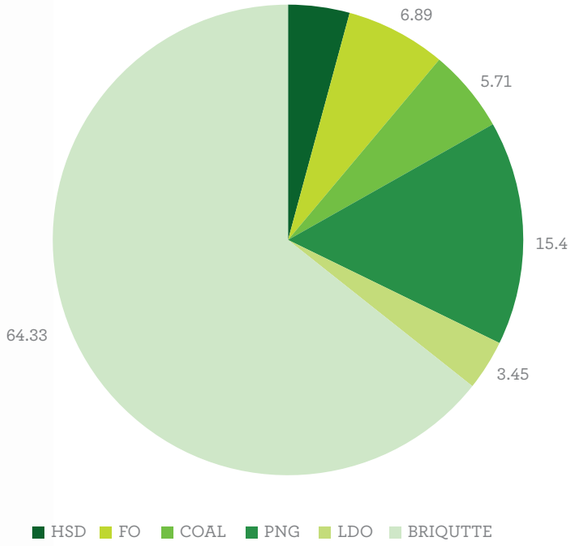
Energy Management

In order to achieve our long-term goal on energy consumption reduction, our focus is on optimising the consumption and shift to renewable sources at all feasible operations and geographies.

In FY 2021-22, our overall energy consumption was 7,04,108 GJ with a usage intensity of 1.27 GJ/MT of production, which is 8.6% lower than the previous year. We have executed several actions to reduce energy consumption and are summarised in the following pages.

Energy Consumption-fuel

In FY 2021-22, our total fuel consumption was 4,92,291 GJ with consumption intensity of 0.89 GJ/MT of production. Renewable fuels accounted for 64% of our total fuel consumption during this reporting period. There was a decrease in the share of renewable fuel consumed compared to the previous year due to lesser capacity utilisation of one of our manufacturing units which was designed to operate majorly on renewable fuel. The use of fuel with a lower carbon footprint accounted for 15% of our total fuel consumption, which is a 4% increase from previous year. We are taking several measures to expand our renewable energy share and are continuously adopting innovative technologies in our operations to optimise energy consumption.



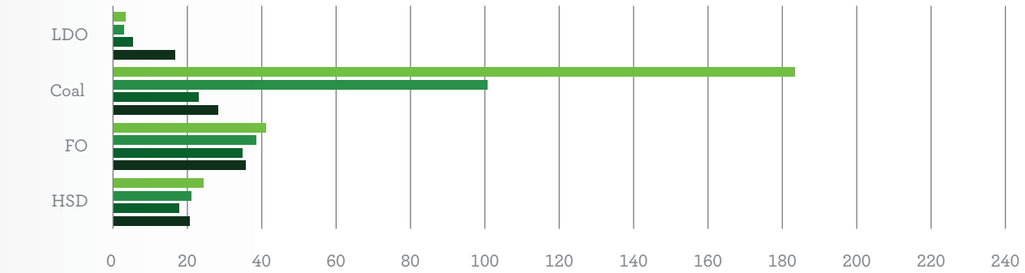
Energy Consumption-fuel

Parameter	Unit of measurement	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Total fuel consumption	GJ	6,00,490	5,63,094	4,35,052	4,92,291
Specific energy consumption from fuel	GJ/MT of Production	1.5	1.4	1.0	0.9
Energy generated from renewable fuel (briquette)	GJ	3,13,765	3,63,045	3,05,142	3,16,693
	% of total energy generated from fuel	52%	64%	70%	64%
Energy generated from fuel with lower carbon footprint (PNG)	GJ	34,381	35,033	48,735	75,798
	% of total energy generated from fuel	6%	6%	11%	15%

Key Initiatives to reduce fuel consumption

- Increase in PNG consumption at our manufacturing sites
- Increased use of renewable electricity consumption
- Reduced dependency on coal

Fossil fuel energy consumption by fuel (000'GJ)



	HSD	FO	Coal	LDO
2018-19	25.4	41.2	182.0	3.9
2019-20	21.3	39.2	100.8	3.7
2020-21	17.4	32.7	23.7	7.0
2021-22	20.8	33.9	28.1	17.0

Energy Consumption - Electricity

In FY 2021-22, our total electricity consumption was 2,11,817 GJ with consumption intensity of 0.38 GJ/MT of production. During this reporting period, renewable electricity accounted for 9% of our total electricity consumption, which is a 1% increase from FY 2020-21. With the goal of increasing our renewable electricity footprint, we plan to install additional roof top solar units across our manufacturing locations.

Wind Energy:

We have wind farm projects in Gujarat and Maharashtra. Power generated through these wind farms are primarily utilised in our manufacturing units and the Corporate Office in Mumbai. We generated 36.45 lakh kWh of wind energy, which resulted in a reduction of GHG emissions by 2,736 tCO_2. During FY 2021-22, we consumed 32.96 lakh kWh of wind energy, compared to 21.80 lakh kWh in FY 2020-21.

Solar Energy:

During FY 2021-22, we consumed 21.7 lakh kWh of electricity from solar PV projects which resulted in reduction of GHG emissions by 1,081 tCO_2. Further, we have installed a solar project with a capacity of 340.1 kWp at our manufacturing units.

Energy Consumption

Parameter	Unit of measurement	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Electricity purchased from grid	kWh	4,08,52,641	5,04,87,090	4,62,77,214	5,33,71,164
	GJ	1,47,070	1,81,754	1,66,598	1,92,136
Specific grid electricity consumption	GJ/MT of production	0.36	0.43	0.38	0.35
Solar energy generated	kWh	19,60,278	17,67,500	16,11,338	21,69,881
	GJ	7,057	6,363	5,801	7,812
Solar energy consumed	GJ	7,057	6,363	5,801	7,812
	% of total electricity consumption	5%	4%	4%	4%
Wind energy generated	kWh	54,00,000	54,61,944	51,15,883	36,45,278
	GJ	19,440	19,663	18,417	13,123
Wind energy consumed	GJ	17,137	17,748	7,850	11,869
	% of total electricity consumption	12%	10%	5%	6%
Energy generated from renewable electricity	GJ	24,194	24,111	24,218	19,681
Total renewable energy consumed. (fuel + electricity) *Our renewable fuel consumption is from briquette, while renewable electricity consumption is from solar and wind energy consumption	GJ	3,37,959	3,87,156	3,67,559	3,36,374
Total energy consumed (fuel + electricity)	GJ	7,47,560	7,44,847	6,01,650	7,04,108
Total Renewable Energy consumed	%	45%	50%	52%	48%

Energy Conservation

During FY 2021-22, the energy conservation initiatives implemented across our manufacturing locations have resulted in total savings of 2,179 GJ of energy and 490 tCO_2 of GHG emissions. The key initiatives implemented are:

- Expert agencies were engaged to assess pneumatic systems in our Mahad plant to identify energy losses and process improvement opportunities. The recommended action plans were deployed.
- Horizontal deployment of moisture trap in air systems (to avoid air loss) were done at Mahad plants.
- APFC panels were shifted from MCC room to Main PCC room at Panoli plant and resulted in power factor improvement from 0.912 to 0.997.
- Expert agencies were engaged to access heat energy losses and the recommendations to improve insulations of various tanks and pipelines were implemented which resulted in 4% reduction in fuel consumption of boilers.
- Conventional chillers were replaced with energy saving heat pump to generate hot and cold water at Kala amb 1 plant. This initiative has resulted in reduction of 2,62,800 kWh energy consumption.
- Automation of AHU units at the Kalamb 1 plant resulted in energy saving of around 119693 kWh. Further, efficiency of duct air conditioners were enhanced by filling thermal conductive oil. This initiative resulted in saving approximately 82974 kWh energy.
- In the Kalamb 3 plant boilers were used for heating purposes. Now heating is done directly by circulating heated water by circulation through the compressor. This helped in reduction of fuel consumption for running boilers and around 46610 KL of HSD was conserved resulting in savings of ₹ 23.9 lakhs.
- VFD was installed for AHU and the heater circuit has been optimised optimized with a rectifier heater. This has led to energy savings of 39980 kWh from EC FAN blower motor and of 99850 kWh form the rectifier Heater circuit.

Energy conservation and reduction in carbon footprint by reduction in greenhouse gases emissions

Parameter	Unit of measurement	FY 2018-19	FY 2019-2020	FY 2020-21	FY 2021-22
Total energy saved due to energy conservation initiatives	GJ	1,401	2,162	3,191	2,179
Total GHG emissions saved due to energy conservation initiatives	tCO_2	319	411	346	490

02

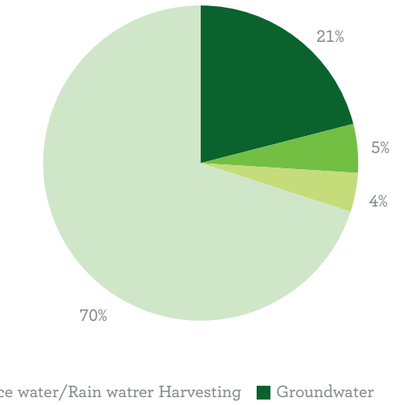
Water and Effluent Management

Water Management

In FY 2021-22, our total freshwater withdrawal was 9,11,547 KL and the consumption intensity was 1.65 KL/MT of production. The freshwater consumption intensity has reduced by 17% over previous year.

In FY 2021-22, 70% of our water withdrawal was from third-party water and 21% of water withdrawal was from groundwater. We implemented several initiatives to reduce usage of fresh water in our operations wherever possible.

Water Withdrawal in FY 2021-22

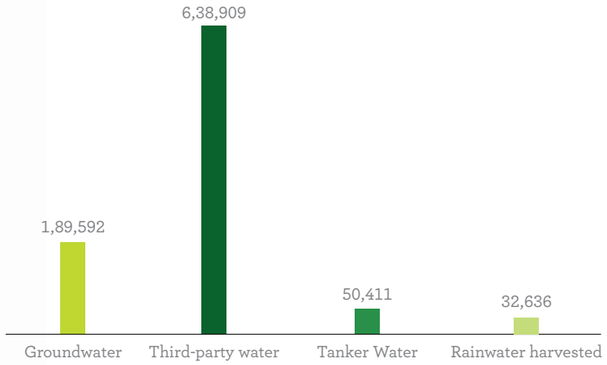


Water Withdrawal

Parameter	Unit of measurement	FY 2018-19	FY 2019-2020	FY 2020-21	FY 2021-22
Total freshwater withdrawal	KL	9,56,720	9,35,471	8,56,908	9,11,547
Specific freshwater withdrawal	KL/MT of production	2.38	2.22	1.98	1.65
Total rainwater collected and used for industrial activities	KL	16,243	11,717	17,202	32,635

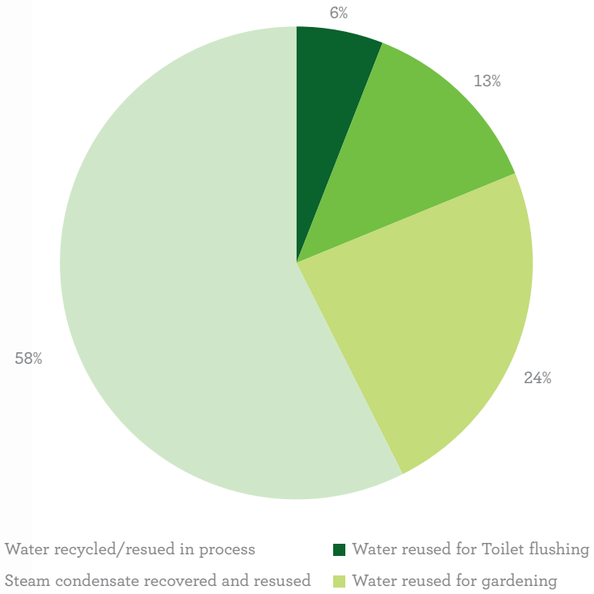
In FY 2021-22, as a part of CSR activities, we have undertaken multiple water conservation initiatives in the state of Gujarat and have achieved conservation of 290.7 million liters of water. When this conservation is compared against our consumption of water in manufacturing operations located in the state, we are **net positive in water.** For details on the projects executed, please refer page no. 67 & 68.

Freshwater Withdrawal (in kL)



Our total water consumption during the reporting period was 5,22,129 kL. We have continued our focus towards reusing and recycling of water in order to reduce our dependence on groundwater and third party water sources.

Water reused/recycled FY 2021-22



In FY 2021-22, we have implemented the following projects for water conservation:

In order to reduce our dependence on freshwater consumption we have

- Installed Rainwater Harvesting systems in six plants.
- Installed steam condensate recovery systems.
- Nozzles of water taps were changed to reduce flow rate from 1.8 litres per minute to 0.7 ltrs per minute without affecting the cleaning time.
- Installed STP plant for recycling of water to be used for flushing and gardening purposes
- Capacities of existing rainwater harvesting systems were expanded and collected water was reused for utilities.

Effluent Management

We recognize the importance of effectively managing water consumption and the quality of water run-off leaving our manufacturing sites. During the year 2021-22, our total effluent discharge from all sites was 3,79,810 KL. The effluent generated was treated in-house to meet the discharge specification set by regulators. Again, in line with regulatory guidelines, the treated effluent is either handed over to third party treatment plants for further processing or re-used internally for process, gardening, and in toilets within the plants.

Effluent discharged from all PIL-owned manufacturing units

Parameter	Unit of measurement	FY 2018-19	FY 2019-2020	FY 2020-21	FY 2021-22
Total manufacturing plants	Nos.	45	45	52	56
Manufacturing plants with ZLD status	Nos.	28	28	40	44
	% of total no. of plants	62%	62%	77%	79%
Total effluent discharged	KL	4,26,028	4,26,220	3,65,556	3,79,810
Specific effluent discharged	KL/MT of production	1.1	1.0	0.8	0.7

Key projects implemented for effluent reduction:

- At our Mahad A21/22 manufacturing site we have installed RO plant at upstream of the demineralization plant (DM plant) to reduce generation of effluent. This enabled the reduction of high TDS effluent from 8 KLD to 1 KLD.
- We have implemented process wash water recycle and reuse systems at multiple locations.

03

Material Consumption

We are working towards increasing the share of recycled input material in our manufacturing process while simultaneously taking measures to reduce raw material consumption wherever feasible. Our total consumption of major raw materials during the reporting period was 11,8634 MT.

Parameter	Unit of measurement	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Total consumption of major raw materials	MT	1,17,328	1,01,915	97,751	118,634
Specific consumption of major raw materials	MT/MT of production	0.29	0.24	0.23	0.21

04

Emission Management

Greenhouse Gas Emission

In FY 2021-22, our GHG emissions were 88,102 tCO2. Our approach has been to reduce the emissions by adoption of energy conservation initiatives, installation of energy efficient equipment, and switching over to cleaner energy sources.
Our scope 1 emissions occur due to fuel consumption that are used for heating and operation of generators (during power failure). We continue to evaluate and increase the usage of green fuel (biomass) to replace fossil fuels for operation of boilers.

Our scope 2 emissions are due to electricity consumption. We are transitioning towards renewable sources of electricity like use of solar energy and wind power for generation of electricity. Through such initiatives we were able to reduce our scope 2 emission intensity as compared to previous year. We are working towards a greener future by expanding our renewable energy share.

Parameter	Unit of measurement	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Total greenhouse gas emissions due to fuel consumption (Scope 1 emissions)	tCO2	55,337	52,046	39,475	43,804
Scope 1 emission intensity	tCO2/MT of production	0.1371	0.1232	0.0911	0.0791
	tCO2/revenue in ₹ crores	9.0	8.2	6.4	5.3
Total greenhouse gas emissions due to electricity purchased from grid (Scope 2 emissions)*	tCO2	33,499	39,885	36,571	44,298
Scope 2 emission intensity	tCO2/MT of production	0.0830	0.0944	0.0844	0.0800
	tCO2/revenue in ₹ crores	5.5	6.6	5.9	5.2

The Scope 1 emissions have been calculated based on the IPCC (2006) emission factors.
The Scope 2 emissions have been calculated based on the CEA (March 2021) guidelines.

Emissions by fuel type

Parameter	Unit of measurement	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Briquettes	tCO2	30,592	35,397	29,751	30,878
High-speed diesel	tCO2	1,851	1,558	1,268.2	1,517.6
Furnace oil	tCO2	3,186	3,034	2,531	2,626
Coal	tCO2	17,216	9,536	2240	2,658
Piped natural gas	tCO2	2,207	2,249	3,170	4,866
Light diesel oil	tCO2	285	272	516	1,259
Total	tCO2	55,337	52,046	39,475	43,804

Air Emission

We keep track of air emissions arising from our operations and take all necessary controls to ensure the emissions are under permissible limits. The significant air emissions arising from our operations are total particulate matter, sulphur oxides and nitrogen oxides. We understand the harmful impacts of air emissions on the environment and we have taken required measures to reduce and control the emissions within the permissible limits. Quarterly third-party inspections of the boilers and diesel generator sets are conducted across our units. During the reporting period, air emissions intensity has decreased over previous year.

Parameter	Unit of measurement	FY 2018-19	FY 2019-2020	FY 2020-21	FY 2021-22
Total Particulate Matter (TPM)	Kg	42,785	41,182	30,825	31,628
	Kg/MT of production	0.10	0.09	0.07	0.06
Oxides of Sulphur (SOx)	Kg	40,073	37,475	23,693	15,835
	Kg/MT of production	0.10	0.09	0.05	0.03
Oxides of Nitrogen (NOx)	Kg	13,367	15,788	17,868	18,223
	Kg/MT of production	0.03	0.04	0.04	0.03

05

Waste Management

We are committed to waste minimization and efficient use of resources throughout our operations. While our manufacturing operations generate hazardous and non-hazardous waste, our waste management approach has been to effectively reduce the waste at source before considering reuse and recycling / co-processing methods wherever feasible.

Hazardous Waste:
In FY 2021-22, the hazardous waste generated has increased by 50% over previous year mainly due to the increase in overall production volume and hazardous waste generated from a wastewater recycling unit (Multi Effect Evaporator - MEE) which was commissioned during the reporting period at one of our plant locations.
The MEE is part of our sustainability initiative to extract salts from wastewater to increase water recyclability in the plant. Our R&D teams are working to find ways to reuse the extracted salts, the benefit of which will be seen in subsequent years.
During the reporting period, we have implemented several initiatives to reduce the waste generation and the details of the initiatives are summarised in the following page.

Recycling of Waste:
We continued our efforts to increase recycling of the waste generated & in the reporting year, 3024 MT of total waste was sent for recycling / co-processing.
The total quantity of waste diverted for recycling / co-processing has increased substantially in FY 2021-22 when compared with previous year.

Total Waste disposal:
Out of the total waste generated in FY 2021-22, 7204 MT was disposed to landfill / incineration facilities. Total quantity of waste disposed has increased when compared with previous year due to the impact from the hazardous waste generation as mentioned above. However, with the waste reduction initiatives, increased recycling of waste and the impact of higher production volume has resulted in the reduction of total waste disposal intensity from 14.9 Kg/MT in FY 2020-21 to 13.0 Kg/MT in FY 2021-22.

Waste Generated And Disposed

Parameter	Unit of Measurement	FY 2019-20	FY 2020-21	FY 2021-22
Total hazardous waste generated	MT	5,602	4,709	7,075
Total hazardous waste disposed	MT	4,756	3,860	5,652
Total hazardous waste recycled	MT	846	849	1,423
Total non-hazardous waste generated	MT	4,060	2,578	3,153
Total non-hazardous waste disposed	MT	4,060	2,578	1,552
Total non-hazardous waste recycled	MT	-	-	1,601
Total Waste Generated	MT	9,662	7,287	10,228
Total Waste Recycled	MT	846	849	3,024
Total Waste disposed	MT	8,816	6,438	7,204
Waste Disposal Intensity	Kg/MT of production	20.9	14.9	13.0

The following initiatives were carried out for overall waste reduction:

Hazardous waste reduction

- The sludge generated at Effluent Treatment Plants (ETP) had high moisture (approximately 30-40%) content leading to increased tonnage of the waste disposed. Sludge dewatering machines and dryers were installed for the drying of ETP sludge resulting in an overall reduction of hazardous waste generated.
- For certain product categories, we have developed processes for quality check and reprocessing of retained samples after the retention period in fresh batches. This has resulted in a significant reduction in the generation of hazardous waste.
- Use of alternate cleaning chemical which is being recycled back in the process thereby eliminating generation of hazardous waste during cleaning of machineries.

Non-hazardous waste reduction:

- Shifting from wooden to metal pallets for stacking of raw materials and finished products reduced generation of wooden waste due to frequent damages.
- Elimination of additional supplementary packaging (corrugated boxes over the plastic containers) for one of our raw material supplies which otherwise was disposed off as non hazardous waste.
- Elimination of additional plastic sheet wrapping used during supplies of certain packaging containers.

06

Environmental Compliance

We comply with all the environmental rules and regulations of the locations where we operate. We have implemented strong internal mechanisms to continuously review and assess our systems and processes to ensure compliance to regulatory requirements. Any new / amendments in existing regulatory policies / notifications are also being tracked and monitored on a continuous basis. Compliance with regulatory requirements were reviewed on monthly basis at unit level and quarterly at corporate level.

All queries raised related to Environment Compliance by authorities are replied and closed.

Empowering Our People

At Pidilite, we remain committed to enhancing the well-being and growth of our workforce while also enriching the lives of all our associated communities. Striving to cultivate a thriving work environment by building a diverse workforce, investing in enhancing the workforce's skills and career development pathways, and ensuring the workforce's overall well-being is imperative to us. Not only do these strengthen the relationship we hold with our employees, but they also work towards placing our employees at the forefront of creating new growth avenues for our business.

We are consistently refining our business processes and systems in order to create fulfilling work experiences for each of our employees. We have established numerous programs to aid in setting a robust safety culture at the workplace. Furthermore, we monitor and periodically evaluate our safety processes so as to remain aligned with dynamic shifts in the safety procedures applicable to our workplaces. We are cognizant of the role that learning and growth opportunities play in helping employees accelerate their professional development. To this end, we focus on creating new learning opportunities and initiatives allowing every individual in the workforce to prosper in the long-term.

As far as the communities within which we operate are concerned, we engage with them through numerous community development and uplifting programs thereby enhancing their welfare.

Material Topics

01

Occupational Health and Safety

02

Employee Diversity and Well-Being

01

Occupational Health and Safety

Occupational health and safety are at the core of our business operations and we are committed to the long-term objective of 'Zero Accidents' across our operations. To ensure robust health and safety performance, we have an EHS Policy in place. All activities pertaining to its implementation are managed and overseen by the Director of Operations. In line with the EHS (Environment Health and Safety) Policy, various processes have been deployed across the organisation to continually improve health and safety performance. They include:

Process safety
Gap assessment studies related to process safety were performed at manufacturing sites. Based on the findings, key EHS-related infrastructure was upgraded to improve process safety.

Machinery Safety
We have implemented key engineering controls, such as replacement of existing interlocks with tamper-proof interlocks and rectification of existing guarding to meet the standard of 360-degree guarding.

Fire and electrical safety
External third-party audits were carried out to identify and mitigate major hazards pertaining to fire and electrical safety. The improvement actions from the audit have been undertaken to strengthen the fire safety system.

Project safety
At project sites, implementation of safety controls, both in green and brownfield projects, has been carried out to improve safety performance. Various risk assessment tools, such as Pre-Startup Safety Review (PSSR) and Job Safety Analysis (JSA), are used at various stages of project implementation to ensure project safety.

EHS audits
Periodic internal EHS audits are carried out to evaluate the effectiveness of safety management systems.

Health
We have a health protocol in place that includes medical screening and periodic health checks.

Details of Safety Related Incidents

Parameter	Unit of Measurement	FY 2018-19	FY 2019-20	FY 2020-21	FY 2021-22
Reportable Injuries	Nos.	4	2	2	3
Lost days due to reportable injuries	Nos.	84	9	7	7
Manhours worked	Million manhours	15.92	18.25	19.11	20.16
Fatalities	Nos.	0	0	0	1
Injury Rate	Per 100 workers	0.05	0.02	0.02	0.03
Lost days rate	Per 100 workers	1.05	0.1	0.07	0.07

Safety Committee

To help efficiently manage occupational health and safety risks, we have a safety committee and a dedicated EHS (Environment Health & Safety) team at the corporate office and site level. The committee is tasked with the responsibility of monitoring as well as ensuring that safe and healthy working conditions are consistently provided across our organisation.

Process Safety

At Pidilite, the process safety is effectively managed by evaluating process safety risks on a continuous basis and establishing the necessary plans for mitigation. Key process safety measures that are implemented are as follows:

a) Conducted HAZOP studies and implemented impact control measures.
b) Conducted third-party audits for the critical process-oriented plants and implemented controls for high-risk observations.
c) Enhanced static electricity hazard controls.
d) Automated instrumented system in solvent/monomer handling equipment's to mitigate any potential temperature/pressure build-up.
e) Improving the guarding of moving parts of the machine across all plants.

02

Employee Diversity and Well-Being

Our employees are at the forefront of driving growth avenues of our business and act as catalysts in helping achieve our business endeavours. At Pidilite, we are always striving to build a work environment that is conducive to our employees' personal and professional growth, promotes inclusivity and diversity, and prioritises safety, health and well-being of our people.

We uphold human rights considerations through our Code of Conduct thereby adhering to ethical standards across our business practices as well as protecting and serving the interests of our employees and workers. In doing so, we take pride in being an equal opportunity employer that does not differentiate between candidates on the basis of gender, disability, sexual orientation, caste, religion, race, age or any other factor. A zero-tolerance approach is taken to address any concerns of discrimination, and the same is reflected in all our policies, employee contracts, and other relevant documents. Furthermore, we acknowledge the right to collective bargaining and do not restrict it amongst our workforces.

During this financial year, the strength of our workforce stood at 6413, with 377 female employees compared to 360 female employees in the previous financial year. Also, the workforce includes 4 differently abled employees.

Workforce Details Gender Wise

Job Classification	FY 2020-21 (Gender wise)		FY 2021-22(Gender wise)	
	Male	Female	Male	Female
Staff and Workers	4,535	167	4,743	168
Junior Management	595	92	570	106
Middle Management	645	83	648	80
Senior Management	239	18	245	23

Workforce Details Age Wise

Job Classification	FY 2020-21 (Age wise)			FY 2021-22 (Age wise)		
	less than 30 years	30 - 50 years	more than 50 years	less than 30 years	30 - 50 years	more than 50 years
Staff and Workers	1,020	3,117	565	976	3,354	581
Junior Management	162	421	104	160	412	104
Middle Management	53	545	130	44	555	129
Senior Management	-	162	95	-	166	102

Attrition Gender Wise (Including VRS, Retirement And Death)

Job Classification	FY 2021-22		FY 2020-21	
	Male	Female	Male	Female
Staff and Workers	297	9	470	16
Junior Management	50	12	89	5
Middle Management	57	9	109	14
Senior Management	19	1	43	3

Attrition Age Wise (Including VRS, Retirement And Death)

Job Classification	FY 2021-22			FY 2020-21		
	less than 30 years	30 - 50 years	more than 50 years	less than 30 years	30 - 50 years	more than 50 years
Staff and Workers	43	219	44	93	333	60
Junior Management	6	45	11	16	67	11
Middle Management	-	51	15	3	101	19
Senior Management	-	6	14	-	28	18

New Joinees Gender Wise

Job Classification	FY 2021-22		FY 2020-21	
	Male	Female	Male	Female
Staff and Workers	477	5	640	17
Junior Management	108	39	102	22
Middle Management	67	3	74	10
Senior Management	22	4	25	3

New Joinees Age Group Wise

Job Classification	FY 2021-22			FY 2020-21		
	less than 30 years	30 - 50 years	more than 50 years	less than 30 years	30 - 50 years	more than 50 years
Staff and WORKERS	283	199	-	365	291	1
Junior Management	70	77	-	60	64	-
Middle Management	3	63	4	5	78	1
Senior Management	-	22	4	-	24	4

Meeting the well-being needs of our workforce is of utmost importance to us. The provision of health, accident insurances, maternity and paternity benefits to our employees and workers is ensured.

In addition to this, numerous retirement benefits as well as parental leaves are provided to our employees and workers.

Learning and Development at Pidilite

The provision of learning and professional development programmes for the workforce are highly prioritised at Pidilite. By building a well-informed and skilled community, we are not only aiding our workforce in excelling in their respective jobs but are also simultaneously helping them prosper as individual professionals achieving their fullest potential.

Before we introduce learning and development programmes, we carry out 'training needs' analysis and convene a meeting between business human resource personnel and the leadership team to effectively identify the training and development needs of the workforce. The 'training needs' analysis entails the discussion of the training and development data recorded in the previous year by the concerned Business / Functional leadership team, at the beginning of the financial year. Based on the discussion and the subsequent analysis of the training requirements, a suitable learning calendar is published. In addition to this, when a learning and development intervention is identified by the Business Human Resource personnel along with the Leadership team, the central learning and development team ensures that the necessary programs are ideated upon and introduced by the team.

Signature learning programs, conducted annually in close partnership with leading management institutions of the nation, are made accessible to different departments of Pidilite thus ensuring that key skill sets are developed by employees across positions and departments. Whilst some of the old programmes introduced in the previous financial year are undergoing a revamp, new programmes are being established bearing in mind the updated learning and development needs.

During this financial year, we launched a Learning Experience Platform called 'Pidilite Gurukool', which apart from covering a wide range of learning modules, acts as a one stop destination for our workforce to remain continuously engaged in their learning journeys. Pidilite Gurukool provides courses as per the four main pillars of learning - role-based, core learning, functional learning, and self-learning. Role based learning, as the name suggests, includes learning that will help the employee perform their role better with certain skills and knowledge building, whereas core learning includes courses to build the employee's knowledge of subject/topics, such as POSH, insider trading, work policies and safety at workplace, which are imperative for the smooth functioning of our business operations.

Functional learning, covers signature learning programs designed to prepare employees for future roles. Self-learning helps employees learn new skill sets and subjects relevant to their positions and interests. We are happy to note that we have partnered with LinkedIn Learning and One Hour Learning, to improve the self-learning trajectories of our employees.

Along with the learning and development (L&D) programs initiated in the previous financial year, we introduced new L&D initiatives to continue helping our employees enhance their skill sets .

The new L&D initiatives are as follows:

A B2B signature learning program, called Rise, was established for all key account managers to help upgrade their consultative selling skills. As of today, close to 250 managers have been trained through this unique program.

A marketing signature program - Ignite, was introduced to equip marketing managers with the knowledge of current marketing strategies and trends to aid them in effectively carrying out their responsibilities. The program was also designed to provide knowledge of the numerous marketing topics and mechanisms to field employees as well as managers.

Another signature program called Netrutva was introduced to help build the general management competencies of our Unit Heads and enable them to effectively carry out their responsibilities.

Finally, a signature program - Ascent I, was curated for all first-time managers to provide them with a clear understanding of managing teams, the management environment and more with the objective of preparing them to take on their new role and improve their behavioural and managerial capabilities.

The table below provides details of training hours recorded:

Training Data Parameter	Unit of Measurement	FY 2019-20	FY 2020-21	FY 2021-22
Total no. of training hours provided – PIL employees	Hrs.	2,93,327	2,47,733	59,260
Total no. of PIL employees	Nos.	6,607	6,063	6,583
Average hours of training per employee – PIL employees	Hrs./employee	44.38	40.86	9.00
Total no. of training hours provided – Non PIL employees	Hrs.	49,193	1,24,423	1,02,361
Total no. of job work employees (non-PIL employees)	Nos.	5,323	7,867	8000
Average hours of training per employee- job work employees (non-PIL employees)	Hrs./employee	9.24	15.82	12.80
Average hours of training per employee (PIL + Non-PIL) (hrs./ employee)	Hrs./employee	28.70	26.72	11.08

B2B Rise

Ignite

Ascent I

Netrutva

Employee Engagement

We are deeply committed to building a thriving work atmosphere, and in our pursuit of doing so, we have put in place a set of initiatives which together cultivate a strong relationship with each of our employees.

Happy and Healthy Pidilite

According to our philosophy, a Healthy and Happy Pidilite can only exist if the employees are also healthy and happy. Since the HAH movement's inception in 2017, we have not turned back. Pidilite is energised by the 50 odd Jugnoo (Jugnoo is the Hindi name for a Firefly) who spread cheer and laughter throughout the Company. HAH's calendar reflects the pillars of Mind, Body & Spirit through showcasing national and regional festivities, employee events, local office events, birthdays and more.

Our leadership makes sure that all victories are acknowledged and celebrated by spontaneous get-togethers, award ceremonies and tea parties. The highlight of the HAH calendar is the Founder's Day, which is observed on March 12th.
HAH Cares is a proactive wellness initiative established with the aim of bringing alive the value of empathy and respect for all Pidilitians especially those who require a caring approach during testing times. Under HAH Cares, we have launched numerous outreach programs and 24*7 available services for our employees.

Workplace

Workplace is our online communication and collaboration platform which helps connect all Pidilitians. One of the primary purposes and usage of workplace has been to share best practices and inspiring stories of achievement by employees in and/or outside their work realms with their own teams, directly with the leadership or the organisation. We have run campaigns of success stories across business divisions / Functions which has inspired employees across the organisation.
Workplace has also been used to gauge employee satisfaction at work across different dimensions, such as but not limited to, the decision making culture, leadership's role and overall organisational culture. We have partnered with Willis Towers Watson to conduct annual employee satisfaction surveys.

Performance Evaluation

The performance of our frontline employees are measured with the help of an objective scorecard which has business and operational parameters. Our managerial employees are assessed based on their performance in their respective roles and the improvement initiatives carried out by them. 100% of our employees underwent performance and career development reviews during the reporting year.

Communication of Grievances

We have multiple platforms and forums available for our employees to raise concerns about human resource issues. These forums and platforms are called MD Live, Birthday Lunch, Open House and Sampark. The raised issue or concern is presented to the responsible personnel and a resolution is provided. The issue is followed-up with the responsible personnel, who is also asked to escalate it to the appropriate authorities if required.

Social & Community Service Initiatives

We are dedicated to sustainable development through economic, social, and environmental improvement in order to enhance the quality of life and wellness of the surrounding communities .

Over the last few years, we have been engaging in various social and community initiatives towards agriculture, animal husbandry, health, education, women empowerment, water conservation and more. We undertook these initiatives directly through various organisations, and the interventions are spread across the states of Gujarat, Maharashtra, Himachal Pradesh, and Rajasthan.

Material Topics

01
Agriculture and Horticulture

02
Sustainable Livelihood Development

03
Safeguarding the Environment

04
Education

05
Community Health Initiatives

01
Agriculture and Horticulture

We have been supporting the practices of horticulture and agriculture by working with various experts and institutions. During the year, we assisted in the formation of 35 new Farmer Clubs (covering additional 1,400 farmers) for relevant crops which included cotton, groundnut and onion to name a few. Currently there are over 615 such Clubs, which cover over 16,400 farmers.

Farmers' data has been geo tagged with area mapping on a digital portal, allowing the adoption of best practices such as soil management, intercropping and drip irrigation which has enabled us to provide specific recommendations to farmers about increasing yield and reducing cost of cultivation. About 65% of the farmers actively used these recommendations and benefited by a 10% decrease in the cost of cultivation for cotton and groundnut crops. In the area of fruit and vegetable farming, we have taken steps to develop 36 one-acre wadis along with shade nets to replicate vegetables and fruit crops. 24 wadis are in the developing stage, which will be demonstrated on the farmers' own lands.

The average additional income earned by farmers through this intervention is ₹ 1.10 lakh.

It was observed that the onion crops had large amounts of chemical residue, which was adversely affecting exports. We collaborated with APMC Mahuva to address this issue. Customised bio-input kits were made accessible to farmers at a low cost. Till date, 500 farmers have started application of the same to improve crop quality. Various low-cost technologies are also being introduced at farmers' fields to reduce drudgery and save time and cost.

Support being extended to Farmer Producer Organisations

Farmer Producer Organisation (FPO)

We have been extending support to the Farmer Producer Organisation (FPO). The FPO has now more than 1,000 farmer members and over 3,000 farmers have availed the services from the FPO and purchased good quality inputs at subsidised rates. The total turnover of the FPO stood at ₹ 8.38 crore for the year 2021–22 , up from ₹ 3.70 crore in FY 2020-21. Major part of the margins has been passed on to the farmers. The FPO has continued to support marginal farmers by providing agricultural equipment at nominal rental rates in collaboration with the Government of Gujarat through its Custom Hiring Centre in Mota, Khutavada village which also supports the adjoining villages. Over 250 farmers have benefitted from this initiative. The FPO has continued the collective procurement of groundnuts directly from farmers to ensure that farmers get a better and assured returns. The FPO has been awarded the Chana Minimum Support Price procurement by the Government/Agricultural Produce Market Committee, Mahuva. Until now, 713 MT of chana has been procured from these..

Agriculture-Horticulture Development

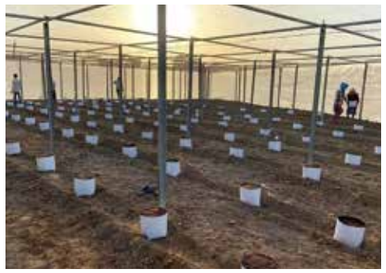
Agriculture-Horticulture Development

Centre for Agriculture-Horticulture Development at Gram Daxina Murti, Manar

We have been providing farmers with the latest recommended cultivation practices to boost sustainable agriculture and horticulture growth along with value addition of their produce, through the Centre at Manar. The Centre has successfully demonstrated the process of agriculture, and horticulture of aromatic fruits and medicinal crops. Farmers from 45 adjoining villages have visited the Centre to learn best practices and expand their knowledge of agriculture and technology. The Centre has trained over 7,900 farmers since its inception and over 5,300 farmers in FY 2021-22.

The Centre has also started focusing on value-added products like aromatics and medicinal crops, which will yield farmers a higher income as well as an alternative crop for value addition. These crops can also be grown as intercrop along with traditional cropping. The Centre has procured grass from farmers and extracted more than 350 litres of high-value oil from citronella, palmarosa, and lemongrass. At the Centre, low-cost technologies and modern methods of farming are demonstrated to farmers. Along with this, the Centre has developed a hydroponics unit, Zero Gravity Israeli technology, Mushroom (Oyster) cultivation, and a Thailand Kitchen Garden.

The objective of setting up these modern techniques is to enable farmers to learn and implement them in their fields to gain better returns. We have collaborated with different institutes such as the National Research Centre on Seed Spices (NRCSS) with the aim of training farmers in the cultivation of various spice crops. Our collaboration with the Central Salt and Marine Chemicals Research Institute in Bhavnagar trains coastal fishermen and farmers in the cultivation of seaweed to provide them with an alternative source of income. We are training 80 such coastal fishermen and farmers through the Manar Centre.



Sustainable Agriculture Practices

02

Sustainable Livelihood Development

Animal Husbandry

We continue to support milk production and have taken Animal Health Initiatives in the Mahuva Taluka. Farmers are trained in animal husbandry best practices, such as feeding, breeding and health care. This results in an average increase in milk yield by 23% per animal. During the year, an animal husbandry advisory (on-call assistance) service was provided to 821 project farmers including 335 new farmers across 40 villages including 16 new villages. This services was provided for the treatment of minor cases to ensure that farmers did not have to travel during Covid. Furthermore, the veterinary doctors treated 3,902 animals during the year. This took the cumulative number of animals treated to 15,628. The Animal Husbandry team established a small cattle feed unit at Kalsar that helped reduce the cost of cattle feed and increased the productivity.

Artificial Insemination (AI) service has been performed cumulatively on over 35,200 cattle, and during this year for over 4,300 cattle. Since its introduction in FY 2020-21, Pidilite has been supporting this innovative project of sexed semen, which ensures the conception of a female calf. For the current year, 131 cattle have been given sexed semen doses. 45% of the cattle who were given these doses were pregnant. Based on the data available to date, the success rates for female calves delivered by pregnant animals is 100%.

Initiatives for Women

During FY 2021-22, we helped to form, nurture, and develop 68 new Self-Help Groups (SHGs) - Mahila Mandals in Bhavnagar, Talaja, and Amreli districts, Gujarat. More than 580 additional women became members of these SHGs. With this, the total number of SHGs reached 638 with a strength of more than 6900 women members. These SHGs serve as a platform for women to gain financial freedom, as an option to have a source of credit that can be a stimulus for their income generation activity, and as a buffer to absorb various household financial crises. To make all these SHGs self-sustainable we helped create a cluster federation of 35 village organisations.

A Training and Quality Assessment Centre has been developed in Kalsar, which focuses on helping women expand their technical, managerial, and financial skills to operate businesses. 117 trainings were conducted with 200 SHGs (600 women) and these have translated into various mini businesses set up by women to help them earn dignified livelihoods.

Cumulatively, SHGs now run and manage 6 units of khakhra production and other units for producing different products such as sanitizers, sanitary pads, wooden toys, aloe vera, pickle, masala, bakery products, bio phenyl, jute and cloth bags, soft toys, bio-pesticide, seaweed value-added products as well as and banana fibre value-added processing units. One SHG unit has received a licence from the Government of Gujarat, Food and Drugs Control Administration for manufacturing and selling cosmetic products, which will provide them with a new line of business with a better range of products, to increase their sales and earnings. To support the mini businesses with logistics and sales, a fully functional warehouse is operational in Mahuva. The warehouse takes care of receiving orders, delivery to respective vendors, inventory management, and other important activities. Through this process, a total of 20 SHGs have benefitted till date.

A large-scale event where more than 900 women participated was hosted on 9th March 2022 by the Government to celebrate International Women's Day, in adherence with Covid guidelines, At the event, Collector Shri Yogesh Babanrao Nirgude (IAS) and DDO Hon'ble Dr. Prashant Jilova (IAS) of Bhavnagar felicitated 43 SHG women for their entrepreneurial achievements.

Capacity building for sustainable livelihoods for women

Sustainable livelihoods for women

Sanitation

We undertook the construction of 1,293 new toilets (taking the total to over 16,993 to date) in Mahuva taluka. We continue to work closely with the Government and provide support to households to achieve the vision of open defecation-free status for the villages of Mahuva taluka. With our relentless efforts and in collaboration with the Government, the complete district of Bhavnagar has been declared Open Defecation-Free by the Government.

Skill Initiatives

We have continued our collaboration with the Directorate of Employment and Training (Under the Labour and Employment Department), Government of Gujarat, for the eighth year, to strengthen the skill ecosystem in the State. During the current year, a total of 17,551 trainees from 186 ITIs benefitted through online classes for carpentry, plumbing, electrician, and construction technician courses. In Rajasthan, the Company supports 4 ITIs to run plumbing and carpentry courses.

Under the PPP (Public-Private Partnership) scheme of the Government of Gujarat, we are the industry partner in 9 it is to strengthen training delivery, both in scale and quality. We have extended support as an industry partner in Gujarat for the World Skill Competition 2022 in carpentry, joinery, and plumbing heating trades. Two of our sponsored students won State as well as Regional Skills competitions and were felicitated by the Hon'ble Chief Minister of Gujarat.

Solar Khadi Initiative

We have been strengthening our association with Mahuva Khadi Bhandar. Solar charkha and solar looms are more efficient compared to manual amber charkha and handlooms in terms of productivity. The initiative focuses on addressing the need for modernization, spinning, weaving, dyeing, and value addition along with training and testing to make the khadi-weaving process profitable for the community. 200 women are currently under training to operate these solar charkhas and looms.

Solar Khadi Initiative

03

Safeguarding the Environment

Water Resource Management

We have undertaken a host of water management activities (including check dams and ponds) with the Narmada, Water Resources, Water Supply, and Kalpsar Department of Government of Gujarat, under the PPP model. In FY 2021–2022, 66 check dams, the deepening of 25 ponds, and 82 farm ponds were completed. Cumulatively, over the years, 213 check dams, the deepening of 101 ponds, and 690 farm ponds have been completed with Pidilite's assistance. We have initiated the development of 66 water structures (51 check dams and 15 ponds) for the coming year, and additional proposed water structures are under discussion with the Government for the coming year.

We have been working towards developing five watershed centres in Bhavnagar and Amreli districts to accomplish the task of creating watershed structures. During the year, 129 hectares of additional farmland were converted into micro irrigation and more than 285 additional wells spanning over 40 villages were recharged, for improving the quality of groundwater. Cumulatively, this has translated into 4,129 hectares of micro irrigation on farmland and 1,402 well recharges in 100 villages.

To address the problem of water scarcity, a low-cost water structure has been developed, which can be replicated by Panchayats and farmers for water conservation. With these initiatives, in FY 2021-22, we have successfully conserved 290.7 million liters of water in the state of Gujarat. When this conservation is compared against our consumption of water in manufacturing operations located in the state, we are net positive in water.

Water Resource Management

Tree Plantation

We have collaborated with the Gujarat State Forest Department to initiate a massive plantation drive with the help of the community. A total of 2.20 lakh trees were planted in FY 2021–22 by mobilisation of Farmer Clubs, schools, and SHGs, whereas cumulatively 4.80 lakh trees have been planted to increase green cover. We have also collaborated with The Mahatma Gandhi National Rural Employment Guarantee Act, 2005, and the Jilla Panchayat for mass plantation where four patches of land in villages have been covered to create a green cover.

Swachhta Initiative

We have continued our collaboration with the Swachh Bharat Mission (Urban), the Government of Gujarat, and Mahuva Nagar Palika for the cleanliness drive. We recently signed a tri-party MoU with the Regional Commissionerate of Municipalities of Bhavnagar and Mahuva Nagar Palika to set up a Material Recovery Facility for waste segregation, processing, and recycling. We also roped in an expert agency for segregation at source, removal, collection, and recycling of both organic and plastic waste into value-added products. Organic/biodegradable waste will be made into compost. Necessary support in terms of infrastructure, machinery, and equipment shall be provided by us.

We have extended the cleanliness drive to villages of Mahuva taluka in a phased manner. To ensure community involvement, SHGs have been roped in for the collection of plastic waste along with the involvement of Panchayats. The total waste segregated in the last year is 269 MTs, from which compost was prepared and provided to farmers; value addition of plastic waste has also been undertaken. To facilitate this process, three Plastic Collection Centres (PCCs) have been established in Mahuva city. These centers are responsible for purchasing scrap materials from ragpickers. A total of 5,863.9 kg of waste has been collected and 2,469.8 kgs was sold to recyclers for value addition.

Natural Disaster & Relief Initiative

Tauktae Cyclone hit the coast of Gujarat on 17th and 18th May 2021 and wreaked havoc on the Pidilite's major working areas, causing damage to people, infrastructure, and plantations. We supported disaster relief efforts by restoring a large amount of infrastructure, plantation as well as relief work to the needy.

Disaster Relief Initiative

04

Education

We have collaborated with the Primary and Secondary Education Department of Gujarat, for the digitization of 40,000 primary schools. Due to the pandemic, till December 2021, most of the education initiatives were impacted, especially WaGaLe (Wachan- Ganan-Lekhan), digitization, and pre-primary education. An initiative called 'Chalo School Firse Pukare' was implemented in mission mode to motivate students to return to school once normalcy returned.

The students were welcomed by dignitaries, teachers, and school staff. Gifts such as masks and pens were distributed to create a feel-good factor on the first day. Since January 2022, things have come back to normal and the WaGaLe initiative has also been restarted in 80 schools of Mahuva taluka for improvement of foundational learning skills, i.e., basic reading, writing, and maths in the regional language. During the lockdown, 50 online sessions for WaGaLe were implemented with the participation of more than 700 children.

At Pidilite, we continued our collaboration with Navneet for digitization of 155 secondary schools in Mahuva, of which 55 schools' curricula has already been digitised. The pre-primary education initiative along with 20 Aanganwadis where the Giju bhai methodology is being implemented. The emphasis is on teaching young children (ages 3–5 years) using concepts of DIY, songs, games, and other interactive methods that are more effective in sparking curiosity among children.

The school painting initiative has been extended to Jesar taluka, after its success in the Mahuva taluka. 16 schools have been painted in Mahuva and Jesar talukas for the current year and cumulatively 149 schools have been painted. The Company has signed an MoU with Bhavnagar Jilla Panchayat for the construction of 5 primary schools. The Company has signed an MoU for the construction of an Ashramshala (residential school) in Kaprada taluka of Valsad district to provide access to quality education for the needy and underprivileged students.
We extended support to 6 schools of Shri Triveni Kalyan Education Trust (TKET) and their girl students supported by the Company came out to be high achievers. To date, 8 students have been selected as police officers, 4 students cleared the entrance exams for MBBS, 17 students joined the Indian Army, 8 students joined the Navy, 3 students were selected for other Government jobs, 4 students became Police Sub-inspectors, and 10 girls entered the nursing profession.

We have been supporting Parekh College where Arts, Commerce, Science, BBA and Computer Science courses are operational. Last year, approximately 3,600 students availed education through Parekh College for various courses. Pidilite has continued its support to Shri N N Mehta Memorial Education Trust, providing scholarships amounting to ₹ 40 lakh to 229 deserving students for higher education, in FY 2021-22.

Initiatives in Education

05

Community Health Initiatives

We have supported Hanumant Hospital, which was the first hospital in Bhavnagar to start Covid treatment at the taluka level. More than 19,170 patients (9,172 new patients) were screened for Covid symptoms, and 1,723 critical Covid patients (737 new patients) have been treated and 5,700 beneficiaries have been vaccinated through Hanumant Hospital and other centres.

A special facility with 10 ventilators, oxygen concentrators, BiPAP monitors, and other important infrastructure was created. Along with this, an oxygen plant with a 0.5-tonne capacity has been commissioned to ensure a continuous supply of oxygen. Two more oxygen plants of 1 tonne capacity have been commissioned, one in Mahad and the other in Vapi, to ensure that patients get a continuous supply of oxygen. During the year, Hanumant Hospital in Mahuva treated over 45,400 outpatients, and over 10,100 in-patients, performed over 2,500 surgeries and successfully handled over 4,200 emergency cases. 13 specialty medical camps were conducted (in-house as well as in surrounding villages) under the Doctor Connect programme. The hospital is enrolled under the Ayushman Bharat scheme of the Government and provided cashless treatment to 623 beneficiaries this year.

Hanumant Hospital is the only hospital in Bhavnagar district that has an enrolment of the Mukhyamantri Amrutum (MA) Yojana under the urology cluster. A total of 5,459 patients have received cashless dialysis services under this scheme. 177 free cataract surgeries with intraocular lenses (IOL) were conducted at Hanumant Hospital in collaboration with Vision Foundation, Mumbai. The hospital is running three schemes, namely Chitrakut Dham Arogya Scheme, Jaswant Mehta Arogya Scheme, and Arogya Sanjivani Scheme, which have provided free treatment to 3,405 beneficiaries. The hospital has an Arogya Fund Scheme to coordinate treatments of the economically backward class of patients through donors. This year, 6,146 patients were provided help, amounting to ₹ 39.20 lakh.

B K Parekh Parkinson's Disease & Movement Disorder Society (BKPPDMDS)

B K Parekh Parkinson's Disease & Movement Disorder Society (BKPPDMDS)
We are working in the area of rehabilitation of people with Parkinson's disease and their caregivers with the aim of improving their quality of life. BKPPDMDS is functioning in 9 centers across the state of Gujarat and 2 centers in Pune, Maharashtra. Due to Covid, these Centres have shifted to an online platform through which they have continued offering various activities such as Parkinson's information, physiotherapy, speech therapy, occupational therapy, psychological services, diet and nutrition, creative therapies, yoga, neurologist and other expert doctors' webinars on various subjects and specialised programmes for caregivers.

Annexure 1 - GRI Content Index (GRI 102-55)

GRI Standard		Disclosure description	Chapter Linkage	Page Number
Organizational profile	102-1	Name of organisation	About The Report	Page 03
	102-2	Activities, brands, products, and services	We Are Pidilite	Page 07
	102-3	Location of headquarters	We Are Pidilite	Page 07
	102-4	Location of operations	We Are Pidilite	Page 07
	102-6	Markets served	We Are Pidilite	Page 07
	102-7	Scale of the organization	We Are Pidilite	Page 07
	102-8	Information on employees and other workers	We Are Pidilite	Page 07
	102-9	Supply chain	Responsible Supply Chain	Page 26
	102-10	Significant changes to the organization and its supply chain	Empowering Our People	Page 27
	102-11	Precautionary Principle/ Approach	About The Report	Page 03
	102-12	External initiatives	Responsible Business Conduct	Page 23
	102-13	Membership of associations	We Are Pidilite	Page 07
Strategy	102-14	Statement from senior decision-maker	Statement from Leadership	Page 04
	102-15	Key impacts, risks and opportunities	Responsible Business Conduct	Page 18
Ethics and Integrity	102-16	Values, principles, standards, and norms of behavior	Vision And Values	Page 08
	102-17	Mechanisms for advice and concerns about ethics	Responsible Business Conduct	Page 24
Governance Structure	102-18	Governance structure	Responsible Business Conduct	Page 20
	102-19	Delegating authority	Responsible Business Conduct	Page 20
	102-20	Executive-level responsibility for economic, environmental,	Responsible Business Conduct	Page 22
	102-21	Consulting stakeholders on economic, environmental "and social topics".	Stakeholder Engagement and Materiality Assessment	Page 12-17
	102-22	Composition of the highest governance body and its committees	Responsible Business Conduct	Page 20
	102-30	Effectiveness of risk management processes	Responsible Business Conduct	Page 23
	102-35	Remuneration policies	Responsible Business Conduct	Page 21

GRI Standard		Disclosure description	Chapter Linkage	Page Number
Stakeholder Engagement	102-40	List of stakeholder groups	Stakeholder Engagement and Materiality Assessment	Page 14
	102-42	Identifying and selecting stakeholders	Stakeholder Engagement and Materiality Assessment	Page 13
	102-43	Approach to stakeholder engagement	Stakeholder Engagement and Materiality Assessment	Page 13
	102-44	Key topics and concerns raised	Stakeholder Engagement and Materiality Assessment	Page 14
Reporting Practice	102-46	Defining report content and topic Boundaries	About The Report	Page 3
	102-47	List of material topics	Stakeholder Engagement and Materiality Assessment	Page 16 & 17
	102-49	Changes in reporting	About The Report	Page 3
	102-50	Reporting period	About The Report	Page 3
	102-51	Date of most recent report	About The Report	Page 3
	102-52	Reporting cycle	About The Report	Page 3
	102-53	Contact point for questions regarding the report	About The Report	Page 3
	102-54	Claims of reporting in accordance with the GRI Standards	About The Report	Page 3
	102-55	GRI content index		Page 74
GRI 103 Management Approach	103-1	Explanation of the material topic and its Boundary	Stakeholder Engagement and Materiality Assessment Responsible Business Conduct Economic Performance Risk Management Empowering Our People Enabling Thriving Communities	Page 16, 17, 19, 31, 34, 49, 60
	103-2	The management approach and its components	Responsible Business Conduct	Page 19 to 26
	103-3	Evaluation of the management approach	Sustainability Governance	Page 22

GRI Standard		Disclosure description	Chapter Linkage	Page Number
GRI 201 Economic Performance	201-1	Direct economic value generated and distributed	Economic Performance	Page 26
GRI 302 Energy	302-1	Energy consumption within the organization	Operational Eco-Efficiency	Page 36
	301-1	Materials used by weight or volume	Operational Eco-Efficiency	Page 44
	301-2	Recycled input materials used	Sustainable Innovation	Page 32
	301-3	Reclaimed products and their packaging materials	Sustainable Innovation	Page 45
	302-3	Energy intensity	Operational Eco-Efficiency	Page 39
	302-4	Reduction of energy consumption	Operational Eco-Efficiency	Page 40
GRI 303 Water and Effluents	303-3	Water withdrawal	Operational Eco-Efficiency	Page 41
	303-4	Water discharge	Operational Eco-Efficiency	Page 43
	303-5	Water consumption	Operational Eco-Efficiency	Page 42
GRI 305 Emissions	305-1	Direct (Scope 1) GHG emissions	Operational Eco-Efficiency	Page 44
	305-2	Energy indirect (Scope 2) GHG emissions	Operational Eco-Efficiency	Page 44
	305-3	Other indirect (Scope 3) GHG emissions	Operational Eco-Efficiency	Page 45
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Operational Eco-Efficiency	Page 45
GRI 306 Waste	306-1	Waste generation and significant waste-related impacts	Operational Eco-Efficiency	Page 46
	306-2	Management of significant waste-related impacts	Operational Eco-Efficiency	Page 47
	306-3	Waste generated	Operational Eco-Efficiency	Page 46
	306-4	Waste diverted from disposal	Operational Eco-Efficiency	Page 46
	306-5	Waste directed to disposal	Operational Eco-Efficiency	Page 46
GRI 307 Environmental Compliance	307-1	Non-compliance with environmental laws and regulations	Operational Eco-Efficiency	Page 47

GRI Standard		Disclosure description	Chapter Linkage	Page Number
GRI 401 Employment	401-1	New employee hires and employee turnover	Empowering Our People	Page 52
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Empowering Our People	Page 54
	401-3	Parental leave	Empowering Our People	Page 54
GRI 403 Occupational Health and Safety	403-1	Workers representation in formal joint management-worker health and safety committees	Empowering Our People	Page 52
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Empowering Our People	Page 50
	403-4	Worker participation, consultation, and communication on occupational health and safety	Empowering Our People	Page 51
	403-5	Worker training on occupational health and safety	Empowering Our People	Page 50, 51
	403-6	Promotion of worker health	Empowering Our People	Page 50, 51
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Empowering Our People	Page 50
	403-8	Workers covered by an occupational health and safety management system		Page 52
	403-9	Work-related injuries	Empowering Our People	Page 50
GRI 404 Training and Education	404-2	Programs for upgrading employee skills and transition assistance programs	Empowering Our People	Page 54
	404-3	Percentage of employees receiving regular performance and career development reviews	Empowering Our People	Page 58
	405-1	Diversity of governance bodies and employees	Empowering Our People	Page 53
GRI 413 Local Communities	413-1	Operations with local community engagement, impact assessments, and development programs	Enabling Thriving Communities	Page 60 to 73
GRI 416 Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Responsible Business Conduct	Page 25
GRI 419 Socioeconomic	419-1	Non-compliance with laws and regulations in the social and economic area	Responsible Business Conduct	Page 25

Annexure 2 – UN SDG linkage

Sustainable Development Goal	Statement	Page Number/ Direct Response
Goal 1: No Poverty	End poverty in all its forms everywhere	Page 64 to 67
Goal 2 Zero Hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture	Page 61 to 63
Goal 3 Good Health and Well-Being	Ensure healthy lives and promote well-being for all at all ages	Page 52, 58, 72
Goal 4 Quality Education	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	Page 70
Goal 5 Gender Equality	Achieve gender equality and empower all women and girls	Page 52, 64, 65
Goal 6 Clean Water and Sanitation	Ensure availability and sustainable management of water and sanitation for all	Page 68, 69
Goal 7: Affordable And Clean Energy	Ensure access to affordable, reliable, sustainable, and modern energy for all	Page 36 to 40
Goal 8 Decent Work and Economic Growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	Page 64, 66
Goal 9 Industry, Innovation and Infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Page 26, 32
Goal 10: Reduced Inequalities	Reduce inequality within and among countries	Page 62 to 67
Goal 11 Sustainable Cities and Communities	Make cities and human settlements inclusive, safe, resilient and sustainable	Page 64 to 66
Goal 12 Responsible Consumption and Production	Ensure sustainable consumption and production patterns	Page 34 to 47
Goal 13 Climate Action	Take urgent action to combat climate change and its impacts	Page 10, 11, 34 to 47
Goal 15: Life on Land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	Page 67, 68
Goal 16: Peace, Justice, and Strong Institutions	Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels	Page 24
Goal 17: Partnerships For The Goals	Strengthen the means of implementation and revitalize the global partnership for sustainable development	Page 61 to 73

Annexure 3 - Glossary

Abbreviations	Expanded Form
AHU	Air Handling Unit
AI	Artificial Insemination
APFC	Automatic Power Factor Correction
BIS	Bureau of Indian Standards
BKPPDMDS	B K Parekh Parkinson's Disease & Movement Disorder Society
BRSR	Business Responsibility and Sustainability Report
CMR	Carcinogenic, Mutagenic, Reprotoxic
CMS	Complaint Management System
CPCB	Central Pollution Control Board
CSR	Corporate Social Responsibility
DCLD	Dubai Central Laboratory Department
DM	Demineralization Plant
EBITDA	Earnings before interest, taxes, depreciation, and amortization
EC	Electronically Commutated
EHS	Environment Health and Safety
EPR	Extended Producer Responsibility
ERM	Enterprise Risk Management
ESG	Environmental Social Governance
ESI	Employees' State Insurance
FPO	Framer Producer Organization
FY	Financial Year
GHG	Greenhouse Gas
GJ	Giga Joule
GRI	Global Reporting Initiative
HAH	Happy and Healthy
HSD	High Speed Diesel
ILECS	Inter Lab Error Control Survey
IP	Intellectual Property
ISO	International Organization for Standardization
JV	Joint Venture
KG	Kilogram
KPI	Key Performance Indicators
KRA	Key Result Area
L&D	Learning and Development
MCC	Motor Control Center
MLP	Multi-Layer Plastics

Abbreviations	Expanded Form
MT	Metric Ton
NRC	Nomination and Remuneration Committee
NOx	Oxides of Nitrogen
OHS	Occupational Health and Safety
PCC	Power Control Center
PCRW	post-consumer use recycled plastic
PF	Provident Fund
PIL	Pidilite Industries Limited
PNG	Piped Natural Gas
PRI	Packaging Rate Index
PU	Polyurethane
PVA	Polyvinyl Alcohol
QMS	Quality Management System
QRI	Quality Rating Index
R&D	Research and Development
RCA	Root Cause Analysis
RH	Relative Humidity
RIMC	Risk Identification and Mitigation Committee
RMOC	Risk Management oversight committee
RO	Reverse Osmosis
RPA	Robotic Process Automation
SAP	System Applications and Products
SEBI	Securities Exchange Board of India
SHG	Self Help Group
SKU	Stock Keeping Unit
SOP	Standard Operating Process
Sox	Oxides of Sulphur
SRC	Stakeholder Relationship Committee
STP	Sewage Treatment Plant
tCO2	Total Carbon Dioxide
TDS	Total Dissolved Solid
TPM	Total Particulate Matter
UL	Underwriters Laboratory
UN SDGs	United Nations Sustainable Development Goals
VFD	Variable Frequency Drive
ZED	Zero Effluent Discharge

Pidilite Industries Limited
Registered Office
Regent Chambers, 7th Floor
Jamnalal Bajaj Marg
208 Nariman Point
Mumbai 400 021